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Ministry of
Labour

Research
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35 Collective Bargaining Provisions
in Ontario Municipal Agreements
1978

COLLECTIVE BARGAINING PROVISIONS IN
ONTARIO MUNICIPAL AGREEMENTS

by

Research Branch

Ontario Ministry of Labour

January 1978

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Minister

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Deputy Minister



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F O R E W O R D

This report provides statistical data on the principal provisions contained in collective agreements covering Ontario municipal government employees, except police and fire-fighters. All such agreements on file in the Ministry's Collective Agreements Library in December 1977 were analyzed. The 258 agreements studied covered a total of 31,267 employees.

The report is divided into two parts. Part I includes 56 tables on the identifying characteristics and substantive provisions studied. The tables are grouped in eight sections, by related provisions. Section 1 shows the distribution of the agreements by location, union, duration, expiry date and type and size of bargaining unit. Section 2, deals with union security; Section 3, with hours and overtime; Section 4, with shift premiums; Section 5, with pay guarantees. Section 6, covers allowances for work clothing and uniforms; Section 7, pay

for time not worked; and Section 8, health insurance and pension plans.

Part II of the report consists of one table - Table 57 - setting forth, by agreement, the wage rates provided for the two basic manual and clerical occupations most commonly found in municipal agreements - labourer and clerk-typist. The number of agreements listed in this table is less than the number covered in the tables in Part I since some agreements did not include these occupations. The table shows the single, or minimum and maximum rates paid for each of the occupations during the term of the agreement, and indicates the pay periods involved and whether the rates were approved by the Anti-Inflation Board. The effective date of each rate and the expiry date of the agreement are also shown.

The report was prepared in the Research Branch of the Ontario Ministry of Labour.

P A R T I

WORKING CONDITIONS

SECTION 1

DISTRIBUTION OF AGREEMENTS BY LOCATION,
UNION, DURATION, EXPIRY DATE AND BAR-
GAINING UNIT SIZE AND TYPE

TABLE 1
REGIONAL AND COUNTY DISTRIBUTION OF ONTARIO
MUNICIPAL AGREEMENTS

TABLE 1 (CONTINUED)

REGIONAL AND COUNTY DISTRIBUTION OF ONTARIO
MUNICIPAL AGREEMENTS

ECONOMIC REGION AND COUNTY	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
MIDWESTERN ONTARIO	10	897	-	-	-	-	5	504	15	1401
PERTH	1	51	-	-	-	-	1	50	2	101
WATERLOO REG.MUN.	6	590	-	-	-	-	3	406	9	996
WELLINGTON	2	171	-	-	-	-	1	48	3	219
INTER-COUNTY	1	85	-	-	-	-	-	-	1	85
GEORGIAN BAY	21	382	2	28	-	-	1	16	24	426
BRUCE	7	77	-	-	-	-	-	-	7	77
GREY	4	83	1	22	-	-	1	16	6	121
MUSKOKA DIST.MUNICIPALITY	3	75	-	-	-	-	-	-	3	75
PARRY SOUND DISTRICT	1	12	1	6	-	-	-	-	2	18
SIMCOE	6	135	-	-	-	-	-	-	6	135
NORTHEASTERN ONTARIO	19	850	3	38	-	-	13	768	35	1656
ALGONA DISTRICT	4	172	-	-	-	-	3	175	7	347
COCHRANE DISTRICT	4	102	1	3	-	-	3	157	8	262
NIPISSING DISTRICT	1	7	-	-	-	-	2	196	3	203
SUDBURY DISTRICT	2	25	-	-	-	-	-	-	2	25
SUDBURY REG.MUN.	6	468	2	35	-	-	3	214	11	717
TIMISKAMING DISTRICT	1	50	-	-	-	-	1	11	2	61
INTER-COUNTY	1	26	-	-	-	-	1	15	2	41
LAKEHEAD-NORTHWESTERN ONTARIO	9	424	-	-	-	-	8	562	17	986
KENORA DISTRICT	2	17	-	-	-	-	4	173	6	190
RAINY RIVER DISTRICT	1	6	-	-	-	-	3	95	4	101
THUNDER RAY DISTRICT	6	401	-	-	-	-	1	294	7	695
INTER-REGIONAL	2	360	-	-	-	-	1	315	3	675
TOTAL	159	14645	17	301	2	277	80	16044	258	31267

TABLE 2
UNIONS REPRESENTING EMPLOYEES COVERED BY ONTARIO
MUNICIPAL AGREEMENTS

UNION	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
CDN. OPERATING ENGINEERS	1	48	-	-	-	-	-	-	1	48
ELECTRICAL WORKERS (IBEW)	4	315	-	-	-	-	3	74	7	389
ELECTRICAL WORKERS (UE)	2	110	-	-	-	-	-	-	2	110
INDEPENDENT LOCAL UNION	-	-	-	-	2	277	-	-	2	277
INTL. OPERATING ENGINEERS	8	90	-	-	-	-	-	-	8	90
LABOURERS	4	36	-	-	-	-	-	-	4	36
OFFICE EMPLOYEES	-	-	-	-	-	-	1	75	1	75
ONT. PUBLIC SERVICE EMPLS.	4	98	-	-	-	-	-	-	4	98
PUBLIC EMPLOYEES (CUPE)	128	13892	17	301	-	-	76	15895	221	30088
SERVICE EMPLOYEES INTL.	2	9	-	-	-	-	-	-	2	9
TEAMSTERS	6	47	-	-	-	-	-	-	6	47
TOTAL	159	14645	17	301	2	277	80	16044	258	31267

TABLE 3
DURATION OF ONTARIO
MUNICIPAL AGREEMENTS

DURATION	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
LESS THAN ONE YEAR	2	234	-	-	-	-	-	-	2	234
ONE YEAR	101	11628	8	178	1	190	55	13932	165	25928
BETWEEN ONE AND TWO YEARS	10	210	1	28	-	-	2	98	13	336
TWO YEARS	45	2338	8	95	1	87	22	1957	76	4477
THREE YEARS	1	235	-	-	-	-	1	57	2	292
TOTAL	<u>159</u>	<u>14645</u>	<u>17</u>	<u>301</u>	<u>2</u>	<u>277</u>	<u>80</u>	<u>16044</u>	<u>258</u>	<u>31267</u>

TABLE 4
MONTH AND YEAR OF EXPIRATION OF ONTARIO
MUNICIPAL AGREEMENTS

MONTH	1977		1978		1979 AND LATER		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
JANUARY	1	58	13	2101	2	167	16	2326
FEBRUARY	-	-	8	519	4	118	12	717
MARCH	2	80	16	528	4	529	22	937
APRIL	-	-	12	288	1	11	13	299
MAY	2	17	6	218	1	11	9	246
JUNE	1	38	10	507	3	65	14	610
JULY	3	135	2	64	-	-	5	199
AUGUST	-	-	2	66	-	-	2	66
SEPTEMBER	4	266	1	40	-	-	5	266
OCTOBER	1	28	1	230	-	-	2	258
NOVEMBER	-	-	-	-	-	-	-	-
DECEMBER	149	25155	9	188	-	-	158	25343
TOTAL	163	25737	80	4749	15	741	258	31267

TABLE 5
SIZE OF BARGAINING UNITS COVERED BY ONTARIO
MUNICIPAL AGREEMENTS

SIZE OF BARGAINING UNIT	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
UNDER 25 EMPLOYEES	75	762	13	160	-	-	21	277	109	1199
25 - 49 EMPLOYEES	32	1083	3	87	-	-	15	613	50	1783
50 - 99 EMPLOYEES	22	1404	1	54	1	87	20	1448	44	2993
100 - 199 EMPLOYEES	14	2078	-	-	1	190	7	989	22	3257
200 - 499 EMPLOYEES	9	2466	-	-	-	-	11	3672	20	6138
500 - 999 EMPLOYEES	5	2948	-	-	-	-	2	1068	7	4016
1,000 OR MORE EMPLOYEES	2	3904	-	-	-	-	4	7977	6	11881
TOTAL	<u>159</u>	<u>14645</u>	<u>17</u>	<u>301</u>	<u>2</u>	<u>277</u>	<u>80</u>	<u>16044</u>	<u>258</u>	<u>31267</u>

TABLE 6
TYPE OF BARGAINING UNIT COVERED BY ONTARIO
MUNICIPAL AGREEMENTS

TYPE OF BARGAINING UNIT	AGREEMENTS NUMBER	EMPLOYEES NUMBER
PRODUCTION AND RELATED EMPLOYEES	159	14645
OFFICE CLERICAL EMPLOYEES	17	301
PROFESSIONAL EMPLOYEES	2	277
PRODUCTION AND OFFICE CLERICAL EMPLOYEES	24	835
OFFICE CLERICAL AND TECHNICAL EMPLOYEES	35	4056
OFFICE CLERICAL AND PROFESSIONAL EMPLOYEES	1	42
PRODUCTION, OFFICE CLERICAL AND TECHNICAL EMPLOYEES	14	4615
PRODUCTION, OFFICE CLERICAL AND PROFESSIONAL EMPLOYEES	2	93
OFFICE CLERICAL, TECHNICAL AND PROFESSIONAL EMPLOYEES	1	2057
PRODUCTION, OFFICE CLERICAL, TECHNICAL AND PROFESSIONAL EMPLOYEES	3	4346
TOTAL	<u>258</u>	<u>31267</u>

SECTION 2

UNION SECURITY

TABLE 7
UNION MEMBERSHIP REQUIREMENTS UNDER ONTARIO
MUNICIPAL AGREEMENTS

MEMBERSHIP REQUIREMENTS	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PROVISION	71	4250	7	106	2	277	33	5130	113	9763
CLOSED SHOP	1	2	-	-	-	-	-	-	1	2
UNION SHOP	62	8417	8	108	-	-	35	9443	105	17968
MODIFIED UNION SHOP	15	1499	1	54	-	-	9	1086	25	2639
MAINTENANCE OF MEMBERSHIP	9	412	1	33	-	-	3	385	13	830
OTHER	1	65	-	-	-	-	-	-	1	65
TOTAL	159	14645	17	301	2	277	80	16044	258	31267

TABLE 8
CHECK-OFF PAYMENTS UNDER ONTARIO
MUNICIPAL AGREEMENTS

TYPE OF PAYMENT CHECK-OFF	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PROVISION	3	23	1	3	-	-	-	-	4	26
DUES CHECK-OFF ONLY	113	6958	11	212	2	277	56	7400	182	14847
DUES AND INITIATION FEES	7	1343	1	26	-	-	6	719	14	2088
DUES AND ASSESSMENTS	20	6053	1	33	-	-	14	7279	35	13365
DUES, INITIATION FEES AND ASSESSMENTS ..	16	268	3	27	-	-	4	646	23	941
TOTAL	<u>159</u>	<u>14645</u>	<u>17</u>	<u>301</u>	<u>2</u>	<u>277</u>	<u>80</u>	<u>16044</u>	<u>258</u>	<u>31267</u>

TABLE 9
AUTHORIZATION FOR DUES CHECK-OFF UNDER ONTARIO
MUNICIPAL AGREEMENTS

TYPE OF AUTHORIZATION	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PROVISION FOR DUES CHECK-OFF	4	128	1	3	-	-	-	-	5	131
COMPULSORY FOR ALL EMPLOYEES	141	13351	16	298	-	-	68	13179	225	26828
VOLUNTARY FOR ALL EMPLOYEES	8	1000	-	-	-	-	5	303	13	1303
MODIFIED-COMPULSORY	6	166	-	-	2	277	7	2562	15	3005
TOTAL	<u>159</u>	<u>14645</u>	<u>17</u>	<u>301</u>	<u>2</u>	<u>277</u>	<u>80</u>	<u>16044</u>	<u>258</u>	<u>31267</u>

SECTION 3

HOURS OF WORK AND OVERTIME

TABLE 10
STANDARD DAILY HOURS UNDER ONTARIO
MUNICIPAL AGREEMENTS

NUMBER OF HOURS	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.		AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
	EMPLS.	EMPLS.	EMPLS.	EMPLS.	EMPLS.	EMPLS.	EMPLS.	EMPLS.	EMPLS.	EMPLS.
6-3/4 HOURS	-	-	1	3	-	-	-	-	1	3
7 HOURS	-	-	12	193	-	-	14	1717	26	1910
8 HOURS	118	11802	-	-	-	-	2	581	120	12383
8-1/2 HOURS	6	118	-	-	-	-	-	-	6	118
9 HOURS	6	70	-	-	-	-	-	-	6	70
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES.	14	2401	3	72	1	87	59	11202	77	13762
VARIES FOR DIFFERENT SEASONS	11	196	1	33	1	190	1	15	14	434
NOT SPECIFIED	3	55	-	-	-	-	2	170	5	225
OTHER	1	3	-	-	-	-	2	2359	3	2362
TOTAL	159	14645	17	301	2	277	80	16044	258	31267

TABLE 11
STANDARD OR AVERAGE WEEKLY HOURS UNDER ONTARIO
MUNICIPAL AGREEMENTS

NUMBER OF HOURS	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
33-3/4 HOURS	-	-	1	3	-	-	-	-	1	3
34 HOURS	-	-	-	-	-	-	1	15	1	15
35 HOURS	-	-	12	193	-	-	16	1951	28	2144
40 HOURS	124	12902	-	-	-	-	1	38	125	12940
42 HOURS	2	35	-	-	-	-	-	-	2	35
42-1/2 HOURS	6	118	-	-	-	-	-	-	6	118
44 HOURS	7	74	-	-	-	-	-	-	7	74
45 HOURS	7	113	-	-	-	-	-	-	7	113
50 HOURS	1	3	-	-	-	-	-	-	1	3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	8	1300	3	72	-	-	60	11681	71	13053
VARIES FOR DIFFERENT SEASONS	3	90	1	33	1	190	-	-	5	313
NOT SPECIFIED	1	10	-	-	-	-	-	-	1	10
OTHER	-	-	-	-	1	87	2	2359	3	2446
TOTAL	159	14645	17	301	2	277	80	16044	258	31267

TABLE 12

COMPENSATION FOR WORK AFTER SCHEDULED DAILY HOURS UNDER ONTARIO
MUNICIPAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
			AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PROVISION	12	231	4	128	-	-	3	207	19	566
TIME AND ONE-HALF	113	6575	9	114	-	-	42	5703	164	12392
DOUBLE TIME PAID AFTER FIRST										
3 HOURS AT TIME AND ONE-HALF..	-	-	-	-	-	-	1	75	1	75
4 HOURS AT TIME AND ONE-HALF..	12	1746	-	-	-	-	-	-	12	1746
6 HOURS AT TIME AND ONE-HALF..	1	165	-	-	-	-	1	336	2	501
7 HOURS AT TIME AND ONE-HALF..	2	80	-	-	-	-	-	-	2	80
8 HOURS AT TIME AND ONE-HALF..	2	251	-	-	-	-	3	181	5	432
EQUIVALENT TIME OFF	1	2	-	-	-	-	1	38	2	40
EQUIV. TIME OFF OR PAY AT STRAIGHT TIME..	-	-	-	-	1	190	-	-	1	190
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME..	6	880	3	56	-	-	10	1674	19	2610
1.50 TIME OFF OR PAY AT 1.50 TIME	10	4715	1	3	-	-	10	6348	21	11066
EXCESSIVE OVERTIME RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	-	-	-	-	-	-	3	1088	3	1088
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES..	-	-	-	-	1	87	5	345	6	432
OTHER	-	-	-	-	-	-	1	49	1	49
TOTAL	159	14645	17	301	2	277	80	16044	258	31267

TABLE 13
COMPENSATION FOR WORK AFTER SCHEDULED WEEKLY HOURS UNDER ONTARIO
MUNICIPAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
			AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
			8	102	-	-	39	4111	129	14016
NO PROVISION	82	9803								
STRAIGHT TIME	-	-	-	-	-	-	-	-	-	-
TIME AND ONE-HALF PAID AFTER FIRST 5 HOURS AT STRAIGHT TIME	1	44	-	-	-	-	-	-	1	44
TIME AND ONE-HALF	72	4217	5	98	1	87	24	4786	102	9188
DOUBLE TIME PAID AFTER FIRST 8 HOURS AT TIME AND ONE-HALF ..	-	-	-	-	-	-	1	48	1	48
16 HOURS AT TIME AND ONE-HALF ..	1	10	-	-	-	-	-	-	1	10
EQUIVALENT TIME OFF	-	-	-	-	1	190	-	-	1	190
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME ..	1	11	3	77	-	-	6	891	10	979
1.50 TIME OFF OR PAY AT 1.50 TIME	2	560	1	24	-	-	8	6137	11	6721
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	-	-	-	-	-	-	2	71	2	71
TOTAL	159	14645	17	301	2	277	80	16044	258	31267

TABLE 14
COMPENSATION FOR WORK NOT REGULARLY SCHEDULED ON SATURDAY UNDER ONTARIO
MUNICIPAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PROVISION	86	10072	10	202	2	277	44	10643	142	21194
STRAIGHT TIME	-	-	-	-	-	-	-	-	-	-
TIME AND ONE-HALF PAID AFTER FIRST 5 HOURS AT STRAIGHT TIME	1	44	-	-	-	-	-	-	1	44
TIME AND ONE-HALF	52	2589	5	63	-	-	17	3410	74	6062
DOUBLE TIME PAID AFTER FIRST										
4 HOURS AT TIME AND ONE-HALF ..	2	54	-	-	-	-	-	-	2	54
6 HOURS AT TIME AND ONE-HALF ..	-	-	-	-	-	-	1	336	1	336
7 HOURS AT TIME AND ONE-HALF ..	-	-	-	-	-	-	1	75	1	75
8 HOURS AT TIME AND ONE-HALF ..	3	316	-	-	-	-	-	-	3	316
9 HOURS AT TIME AND ONE-HALF ..	1	11	-	-	-	-	-	-	1	11
12 HOURS AT TIME AND ONE-HALF ..	2	786	-	-	-	-	3	68	5	854
DOUBLE TIME	7	123	-	-	-	-	2	65	9	188
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME ..	-	-	-	-	-	-	3	344	3	344
1.50 TIME OFF OR PAY AT 1.50 TIME	1	4	1	3	-	-	4	738	6	745
DOUBLE TIME OFF OR PAY AT DOUBLE TIME ...	2	560	-	-	-	-	1	42	3	602
VARIABLES FOR DIFFERENT GROUPS OF EMPLOYEES	-	-	-	-	-	-	3	274	3	274
OTHER	2	86	1	33	-	-	-	-	3	119
EXCESSIVE OVERTIME RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	-	-	-	-	-	-	1	49	1	49
TOTAL	159	14645	17	301	2	277	80	16044	258	31267

TABLE 15
COMPENSATION FOR WORK NOT REGULARLY SCHEDULED ON SIXTH DAY UNDER ONTARIO
MUNICIPAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
			AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PROVISION	117	6483	15	276	1	190	59	12418	192	19367
TIME AND ONE-HALF	28	3070	2	25			11	1074	41	4169
DOUBLE TIME PAID AFTER FIRST 6 HOURS AT TIME AND ONE-HALF	-	-	-	-	-	-	1	336	1	336
DOUBLE TIME	6	384	-	-	-	-	1	331	7	715
EQUIVALENT TIME OFF					1	87		-	1	87
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME	-	-	-	-	-	-	1	525	1	525
1.50 TIME OFF OR PAY AT 1.50 TIME	5	4120	-	-	-	-	4	693	9	4813
EXCESSIVE OVERTIME RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	-	-	-	-	-	-	2	618	2	618
DOUBLE TIME OFF OR PAY AT DOUBLE TIME ..	2	560	-	-	-	-	-	-	2	560
OTHER	1	28	-	-	-	-	-	-	1	28
EXCESSIVE OVERTIME RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	-	-	-	-	-	-	1	49	1	49
TOTAL	<u>159</u>	<u>14645</u>	<u>17</u>	<u>301</u>	<u>2</u>	<u>277</u>	<u>80</u>	<u>16044</u>	<u>258</u>	<u>31267</u>

TABLE 16
COMPENSATION FOR WORK NOT REGULARLY SCHEDULED ON SUNDAY UNDER ONTARIO
MUNICIPAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PROVISION	45	7617	4	101	2	277	26	8127	77	16122
STRAIGHT TIME	-	-	-	-	-	-	-	-	-	-
TIME AND ONE-HALF PAID AFTER FIRST 5 HOURS AT STRAIGHT TIME	1	44	-	-	-	-	-	-	1	44
TIME AND ONE-HALF	18	1177	1	8	-	-	8	2793	27	3978
DOUBLE TIME PAID AFTER FIRST 12 HOURS AT TIME AND ONE-HALF..	-	-	-	-	-	-	2	47	2	47
DOUBLE TIME	86	5087	9	150	-	-	31	3195	126	8432
2.50 TIME PAID AFTER FIRST 9 HOURS AT DOUBLE TIME	1	11	-	-	-	-	-	-	1	11
TRIPLE TIME PAID AFTER FIRST 8 HOURS AT DOUBLE TIME	1	56	-	-	-	-	-	-	1	56
DOUBLE TIME AND ONE-HALF	-	-	1	6	-	-	-	-	1	6
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME ..	-	-	-	-	-	-	1	146	1	146
1.50 TIME OFF OR PAY AT 1.50 TIME	1	4	-	-	-	-	-	-	1	4
DOUBLE TIME OFF OR PAY AT DOUBLE TIME ...	5	621	1	3	-	-	8	1320	14	1944
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	-	-	-	-	-	-	1	161	1	161
OTHER	1	28	1	33	-	-	3	255	5	316
TOTAL	159	14645	17	301	2	277	80	16044	258	31267

TABLE 17
COMPENSATION FOR WORK NOT REGULARLY SCHEDULED ON SEVENTH DAY UNDER ONTARIO
MUNICIPAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
			AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PROVISION	115	6348	14	254	1	190	57	12179	187	18971
TIME AND ONE-HALF	13	1292	2	25	-	-	7	861	22	2178
DOUBLE TIME	23	2297	1	22	-	-	8	1018	32	3337
EQUIVALENT TIME OFF	-	-	-	-	1	87	-	-	1	87
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME	-	-	-	-	-	-	1	525	1	525
1.50 TIME OFF OR PAY AT 1.50 TIME	3	3926	-	-	-	-	2	59	5	3985
DOUBLE TIME OFF OR PAY AT DOUBLE TIME ..	4	754	-	-	-	-	4	1252	8	2006
OTHER	1	28	-	-	-	-	1	150	2	178
TOTAL	<u>159</u>	<u>14645</u>	<u>17</u>	<u>301</u>	<u>2</u>	<u>277</u>	<u>80</u>	<u>16044</u>	<u>258</u>	<u>31267</u>

TABLE 18

PAYMENT FOR OR SUPPLY OF MEALS UNDER ONTARIO
MUNICIPAL AGREEMENTS

TABLE 18 (Continued)

PAGE 2

PAYMENT FOR OR SUPPLY OF MEALS UNDER ONTARIO
MUNICIPAL AGREEMENTS

AMOUNT OF PAYMENT	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
\$ 3.50 PER MEAL PAID AFTER										
1 HOUR OF OVERTIME	3	314	-	-	-	-	5	500	8	814
2 HOURS OF OVERTIME	2	100	-	-	-	-	-	-	2	100
3 HOURS OF OVERTIME	-	-	1	7	-	-	1	83	2	90
4 HOURS OF OVERTIME	-	-	-	-	-	-	-	-	-	-
\$ 4.00 PER MEAL PAID AFTER										
1 HOUR OF OVERTIME	1	64	-	-	-	-	-	-	1	64
2 HOURS OF OVERTIME	-	-	1	24	-	-	4	152	5	176
UNSPECIFIED HOURS	1	11	-	-	-	-	-	-	1	11
\$ 4.50 PER MEAL PAID AFTER										
2 HOURS OF OVERTIME	1	10	-	-	-	-	-	-	1	10
\$ 5.00 PER MEAL PAID AFTER										
3 HOURS OF OVERTIME	1	31	-	-	-	-	-	-	1	31
\$ 2.50 PER MEAL PAID OR MEAL SUPPLIED										
AFTER										
1 HOUR OF OVERTIME	1	5	-	-	-	-	-	-	1	5
3 HOURS OF OVERTIME	1	34	-	-	-	-	1	50	2	84
\$ 3.00 PER MEAL PAID OR MEAL SUPPLIED										
AFTER										
2 HOURS OF OVERTIME	1	11	-	-	-	-	1	42	2	53
3 HOURS OF OVERTIME	1	4	-	-	-	-	-	-	1	4
\$ 3.50 PER MEAL PAID OR MEAL SUPPLIED										
AFTER										
3 HOURS OF OVERTIME	-	-	-	-	-	-	1	35	1	35
AMOUNT NOT SPECIFIED, PAID AFTER										
2 HOURS OF OVERTIME	1	6	-	-	-	-	-	-	1	6
4 HOURS OF OVERTIME	1	250	-	-	-	-	-	-	1	250
MEALS FURNISHED BY EMPLOYER AFTER										
1 HOUR OF OVERTIME	2	69	-	-	-	-	-	-	2	69
2 HOURS OF OVERTIME	5	1348	1	8	-	-	-	-	6	1356
4 HOURS OF OVERTIME	1	22	-	-	-	-	-	-	1	22
PAYMENT ON OVERTIME HOURS NOT SPECIFIED..	1	20	-	-	-	-	-	-	1	20
OTHER	3	273	-	-	-	-	-	-	3	273
TOTAL	159	14645	17	301	2	277	80	16044	258	31267

SECTION 4

SHIFT PREMIUMS

TABLE 19

SECOND SHIFT PREMIUMS UNDER ONTARIO
MUNICIPAL AGREEMENTS

AMOUNT OF PREMIUM	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PROVISION	66	1189	17	301	2	277	33	1743	118	3510
CENTS PER HOUR										
10.0 CENTS	1	3	-	-	-	-	-	-	1	3
11.0 CENTS	1	34	-	-	-	-	1	48	1	34
12.0 CENTS	2	113	-	-	-	-	1	75	3	161
14.0 CENTS	-	-	-	-	-	-	1	-	1	75
15.0 CENTS	8	281	-	-	-	-	5	230	13	511
16.0 CENTS	3	421	-	-	-	-	3	242	6	663
17.0 CENTS	1	20	-	-	-	-	1	50	2	70
18.0 CENTS	5	406	-	-	-	-	1	39	6	445
19.0 CENTS	1	22	-	-	-	-	-	-	1	22
20.0 CENTS	23	1699	-	-	-	-	8	1077	31	2776
22.0 CENTS	10	1859	-	-	-	-	6	1979	16	3838
23.0 CENTS	5	984	-	-	-	-	1	331	6	1315
24.0 CENTS	1	33	-	-	-	-	-	-	1	33
25.0 CENTS	19	6377	-	-	-	-	11	7228	30	13605
27.0 CENTS	1	250	-	-	-	-	-	-	1	250
30.0 CENTS	5	607	-	-	-	-	-	-	5	607
35.0 CENTS	1	73	-	-	-	-	-	-	1	73
38.0 CENTS	1	175	-	-	-	-	-	-	1	175
FLAT AMOUNT PER SHIFT										
\$ 1.70 PER SHIFT	-	-	-	-	-	-	1	294	1	294
PER CENT OF WAGES										
4.0 PER CENT	1	12	-	-	-	-	-	-	1	12
5.0 PER CENT	3	44	-	-	-	-	5	292	8	336
10.0 PER CENT	1	43	-	-	-	-	-	-	1	43
VARIABLE FOR DIFFERENT GROUPS OF EMPLOYEES	-	-	-	-	-	-	1	1159	1	1159
OTHER	-	-	-	-	-	-	2	1257	2	1257
TOTAL	159	14645	17	301	2	277	80	16044	258	31267

TABLE 20
THIRD SHIFT PREMIUMS UNDER ONTARIO
MUNICIPAL AGREEMENTS

AMOUNT OF PREMIUM	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
			AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PROVISION	66	1237	17	301	2	277	31	1638	116	3453
CFNTS PER HOUR										
12.0 CENTS	1	3	-	-	-	-	1	48	2	51
15.0 CENTS	8	233	-	-	-	-	2	172	10	405
17.0 CENTS	-	-	-	-	-	-	1	50	1	50
18.0 CENTS	4	256	-	-	-	-	-	-	4	256
19.0 CENTS	1	22	-	-	-	-	1	19	2	41
20.0 CENTS	18	1297	-	-	-	-	10	1167	28	2464
21.0 CENTS	-	-	-	-	-	-	1	35	1	35
22.0 CENTS	11	1785	-	-	-	-	4	1509	15	3294
23.0 CENTS	6	704	-	-	-	-	3	538	9	1242
24.0 CENTS	4	877	-	-	-	-	-	-	4	877
25.0 CENTS	22	6073	-	-	-	-	13	7309	35	13382
26.0 CENTS	1	213	-	-	-	-	2	470	3	683
27.0 CENTS	1	250	-	-	-	-	-	-	1	250
30.0 CENTS	10	1391	-	-	-	-	2	87	12	1478
35.0 CENTS	1	73	-	-	-	-	-	-	1	73
38.0 CENTS	1	175	-	-	-	-	-	-	1	175
FLAT AMOUNT PER SHIFT										
\$ 1.70 PER SHIFT	-	-	-	-	-	-	1	294	1	294
PER CENT OF WAGES										
4.0 PER CENT	1	12	-	-	-	-	-	-	1	12
5.0 PER CENT	3	44	-	-	-	-	5	292	8	336
VARIABLES FOR DIFFERENT GROUPS OF EMPLOYEES	-	-	-	-	-	-	1	1159	1	1159
OTHER	-	-	-	-	-	-	2	1257	2	1257
TOTAL	159	14645	17	301	2	277	80	16044	258	31267

SECTION 5

PAY GUARANTEES

TABLE 21
REPORTING PAY GUARANTEES UNDER ONTARIO
MUNICIPAL AGREEMENTS

MINIMUM GUARANTEE	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PROVISION	99	4963	16	298	2	277	64	12280	181	17818
2.0 HOURS OF WORK OR PAY	6	358	-	-	-	-	1	57	7	415
3.0 HOURS OF WORK OR PAY	9	1732	-	-	-	-	3	488	12	2220
4.0 HOURS OF WORK OR PAY	31	6109	1	3	-	-	6	301	38	6413
8.0 HOURS OF WORK OR PAY	1	5	-	-	-	-	-	-	1	5
GRADUATED PAYMENTS	3	72	-	-	-	-	1	293	4	365
OTHER	10	1406	-	-	-	-	5	2625	15	4031
TOTAL	<u>159</u>	<u>14645</u>	<u>17</u>	<u>301</u>	<u>2</u>	<u>277</u>	<u>80</u>	<u>16044</u>	<u>258</u>	<u>31267</u>

TABLE 1
CALL-BACK PAY GUARANTEE UNDER ONTARIO
MUNICIPAL AGREEMENTS

TABLE 22 (CONTINUED)
CALL-BACK PAY GUARANTEE UNDER ONTARIO
MUNICIPAL AGREEMENTS

PAGE 2

MINIMUM GUARANTEE AND RATE OF PAY	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
MINIMUM OF 2.0 HOURS AT APPLICABLE OVERTIME RATE	5	447	-	-	-	-	-	-	5	447
MINIMUM OF 3.0 HOURS AT APPLICABLE OVERTIME RATE	1	60	-	-	-	-	1	56	2	116
MINIMUM OF 4.0 HOURS AT APPLICABLE OVERTIME RATE	2	143	-	-	-	-	-	-	2	143
MINIMUM OF 2.0 HOURS, RATE NOT SPECIFIED	2	92	-	-	-	-	-	-	2	92
MINIMUM OF 4.0 HOURS, RATE NOT SPECIFIED	3	30	1	3	-	-	1	57	5	90
GUARANTEE OF \$ 3.50 FOR EACH CALL-BACK..	1	44	-	-	-	-	-	-	1	44
OTHER	1	16	-	-	-	-	1	161	2	177
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	25	-	-	-	-	1	57	2	82
TOTAL	159	<u>14645</u>	17	<u>301</u>	2	<u>277</u>	80	<u>16044</u>	258	<u>31267</u>

SECTION 6

ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

TABLE 23
SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS UNDER ONTARIO
MUNICIPAL AGREEMENTS

PROVISION	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PROVISION	36	1841	12	207	2	277	34	7740	84	10065
SUPPLIED AT NO COST TO EMPLOYEES	98	11860	3	58	-	-	38	7200	139	19118
SUPPLIED AT SOME COST TO EMPLOYEES	1	31	-	-	-	-	-	-	1	31
EMPLOYER MAKES A MONETARY ALLOWANCE	19	463	1	8	-	-	4	36	24	507
INITIAL WORK CLOTHING SUPPLIED - NO COST - MONETARY ALLOWANCE FOR REPLACEMENTS	1	42	1	28	-	-	-	-	2	70
OTHER	4	408	-	-	-	-	4	1068	8	1476
TOTAL	<u>159</u>	<u>14645</u>	<u>17</u>	<u>301</u>	<u>2</u>	<u>277</u>	<u>80</u>	<u>16044</u>	<u>258</u>	<u>31267</u>

TABLE 24

MAINTENANCE OF OR ALLOWANCE FOR MAINTENANCE OF WORK CLOTHING OR UNIFORMS UNDER ONTARIO
MUNICIPAL AGREEMENTS

PROVISION	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
			AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PROVISION	130	9267	16	268	2	277	69	14849	217	24661
MAINTAINED AT NO COST TO EMPLOYEES	27	5187	-	-	-	-	9	970	36	6157
MAINTAINED AT SOME COST TO EMPLOYEES ...	-	-	-	-	-	-	1	161	1	161
EMPLOYER MAKES MONETARY ALLOWANCE FOR MAINTENANCE OF WORK CLOTHING	2	191	1	33	-	-	1	64	4	288
TOTAL	<u>159</u>	<u>14645</u>	<u>17</u>	<u>301</u>	<u>2</u>	<u>277</u>	<u>80</u>	<u>16044</u>	<u>258</u>	<u>31267</u>

SECTION 7

PAY FOR TIME NOT WORKED

TABLE 25
PAID REST OR RELIEF PERIODS UNDER ONTARIO
MUNICIPAL AGREEMENTS

DAILY TIME ALLOWANCE	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PROVISION	36	4583	3	57	2	277	23	6155	64	11072
1 PERIOD EACH 15 MINUTES	2	71	-	-	-	-	1	77	3	148
2 PERIODS EACH 5 MINUTES	1	620	-	-	-	-	-	-	1	620
2 PERIODS EACH 10 MINUTES	43	4037	1	12	-	-	6	3822	50	7871
2 PERIODS EACH 15 MINUTES	71	4415	11	170	-	-	45	5345	127	9930
2 PERIODS EACH 20 MINUTES	-	-	-	-	-	-	1	7	1	7
2 PERIODS, DURATION VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	-	-	-	-	-	-	2	75	2	75
2 PERIODS, DURATION VARIES FOR MORNING AND AFTERNOON	2	825	1	54	-	-	1	525	4	1404
2 PERIODS, DURATION NOT SPECIFIED	3	41	1	8	-	-	-	-	4	49
OTHER	1	53	-	-	-	-	1	38	2	91
TOTAL	159	14645	17	301	2	277	80	16044	258	31267

TABLE 26
PAID CLEAN-UP OR CLOTHES CHANGING TIME UNDER ONTARIO
MUNICIPAL AGREEMENTS

DAILY TIME ALLOWANCE	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PROVISION	131	10557	17	301	2	277	74	15353	224	26488
1 PERIOD EACH 5 MINUTES	4	2173	-	-	-	-	1	57	5	2230
1 PERIOD EACH 10 MINUTES	4	112	-	-	-	-	-	-	4	112
1 PERIOD EACH 15 MINUTES	1	12	-	-	-	-	-	-	1	12
2 PERIODS EACH 5 MINUTES	10	1270	-	-	-	-	3	572	13	1842
2 PERIODS EACH 10 MINUTES	6	156	-	-	-	-	1	14	7	170
2 PERIODS EACH 15 MINUTES	1	73	-	-	-	-	-	-	1	73
3 PERIODS EACH 5 MINUTES	1	20	-	-	-	-	-	-	1	20
PERIODS AND DURATION NOT SPECIFIED	1	272	-	-	-	-	1	48	2	320
TOTAL	159	14645	17	301	2	277	80	16044	258	31267

TABLE 27
PAID JURY DUTY LEAVE UNDER ONTARIO
MUNICIPAL AGREEMENTS

AMOUNT OF PAY	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PROVISION	27	568	2	28	-	-	5	149	34	745
REGULAR PAY PLUS JURY DUTY FEES	-	-	-	-	-	-	1	1200	1	1200
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	129	13402	13	237	-	-	71	13383	213	27022
NOT SPECIFIED	2	633	1	8	2	277	3	1312	8	2230
OTHER	1	42	1	28	-	-	-	-	2	70
TOTAL	<u>159</u>	<u>14645</u>	<u>17</u>	<u>301</u>	<u>2</u>	<u>277</u>	<u>80</u>	<u>16044</u>	<u>258</u>	<u>31267</u>

TABLE 28
PAID REHABILITATION LEAVE UNDER ONTARIO
MUNICIPAL AGREEMENTS

MAXIMUM NUMBER OF DAYS ALLOWED	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
			AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PROVISION	6	77	-	-	-	-	-	-	6	77
IMMEDIATE FAMILY ONLY										
3.0 DAYS	51	7131	4	85	-	-	29	8258	84	15474
5.0 DAYS	1	9	1	24	-	-	-	-	2	33
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES..	1	5	1	16	-	-	-	-	2	21
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES..	58	2768	5	73	-	-	28	4981	91	7822
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE OR OTHER RELATIVES..	3	88	1	28	-	-	2	69	6	185
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, PAID SICK LEAVE ALLOWANCE USED FOR DEATH OF CLOSE RELATIVES	2	25	1	9	-	-	-	-	3	34
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE OR OTHER RELATIVES..	-	-	-	-	-	-	1	57	1	57
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE OR OTHER RELATIVES..	2	38	-	-	-	-	1	13	3	51
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE RELATIVES AND LEAVE FOR OTHER RELATIVES AT EMPLOYERS DISCRETION	1	73	-	-	-	-	-	-	1	73
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE RELATIVES AND 5.0 DAYS FOR OTHER RELATIVES	1	43	-	-	-	-	1	15	2	58
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE RELATIVES AND 1.0 DAYS FOR OTHER RELATIVES	5	884	-	-	-	-	2	339	7	1223

TABLE 28 (CONTINUED)
PAID BEREAVEMENT LEAVE UNDER ONTARIO
MUNICIPAL AGREEMENTS

PAGE 2

MAXIMUM NUMBER OF DAYS ALLOWED	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE RELATIVES AND 1.0 DAYS FOR OTHER RELATIVES	1	14	-	-	-	-	-	-	1	14
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE RELATIVES AND 1.0 DAYS FOR OTHER RELATIVES	1	64	-	-	-	-	-	-	1	64
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE RELATIVES AND 1.0 DAYS FOR OTHER RELATIVES	1	213	-	-	-	-	2	145	3	358
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR OTHER RELATIVES	1	250	-	-	-	-	-	-	1	250
7.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE RELATIVES AND 1.0 DAYS FOR OTHER RELATIVES	-	-	-	-	-	-	2	405	2	405
3.0 DAYS BASIC LEAVE WITH 1.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	2	186	1	22	-	-	-	-	3	208
3.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	5	652	1	33	-	-	4	647	10	1332
3.0 DAYS BASIC LEAVE WITH 3.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	3	16	-	-	-	-	-	-	3	16
3.0 DAYS BASIC LEAVE WITH 4.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	124	-	-	-	-	2	85	3	209
3.0 DAYS BASIC LEAVE WITH 7.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	2	35	-	-	-	-	1	20	3	55
PAID SICK LEAVE ALLOWANCE USED FOR BEREAVEMENT LEAVE	-	-	-	-	-	-	1	293	1	293
NOT SPECIFIED	2	85	2	11	-	-	-	-	4	96
OTHMR	9	1865	-	-	2	277	4	717	15	2859
TOTAL	159	14645	17	301	2	277	80	16044	258	31267

TABLE 20

AMOUNT OF PAID SICK LEAVE UNDER ONTARIO
MUNICIPAL AGREEMENTS

AMOUNT OF LEAVE	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
			AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PAID SICK LEAVE PLAN	7	162	-	-	-	-	1	57	8	219
10 DAYS	1	9	-	-	-	-	-	-	1	9
12 DAYS	3	72	-	-	-	-	1	16	4	88
15 DAYS	4	53	-	-	-	-	2	176	6	229
18 DAYS	120	13442	14	232	2	277	68	14,997	204	28948
21 DAYS	1	22	-	-	-	-	1	48	2	70
24 DAYS	2	13	-	-	-	-	-	-	2	13
26 DAYS	-	-	-	-	-	-	1	336	1	336
VARIABLES WITH LENGTH OF SERVICE	2	13	-	-	-	-	-	-	2	13
VARIABLES FOR DIFFERENT GROUPS OF EMPLOYEES..	-	-	1	54	-	-	-	-	1	54
ALLOWANCE MADE PER SICKNESS	8	310	1	6	-	-	2	121	11	437
OTHER	11	549	1	9	-	-	4	293	16	851
TOTAL	159	14645	17	301	2	277	80	16044	258	31267

TABLE 30
SERVICE REQUIREMENTS FOR PAID SICK LEAVE UNDER ONTARIO
MUNICIPAL AGREEMENTS

PERIOD OF SERVICE	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
			AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PROVISION	68	2942	7	123	2	277	47	3490	124	6832
30 CALENDAR DAYS	2	110	-	-	-	-	1	49	3	159
60 CALENDAR DAYS	1	8	-	-	-	-	-	-	1	8
90 CALENDAR DAYS	7	976	1	8	-	-	2	387	10	1371
45 WORKING DAYS	1	56	-	-	-	-	2	531	3	587
60 WORKING DAYS	5	366	-	-	-	-	-	-	5	366
65 WORKING DAYS	1	136	-	-	-	-	1	450	2	586
75 WORKING DAYS	1	15	-	-	-	-	-	-	1	15
90 WORKING DAYS	2	84	-	-	-	-	-	-	2	84
1 MONTH	2	36	1	3	-	-	-	-	3	39
2 MONTHS	1	9	-	-	-	-	-	-	1	9
3 MONTHS	25	2406	6	136	-	-	11	1699	42	4241
4 MONTHS	2	45	-	-	-	-	-	-	2	45
5 MONTHS	2	100	-	-	-	-	1	150	3	250
6 MONTHS	19	2095	1	3	-	-	6	6143	26	8241
8 MONTHS	4	901	-	-	-	-	2	618	6	1519
12 MONTHS	14	4332	-	-	-	-	1	30	15	4362
NOT SPECIFIED	-	-	-	-	-	-	1	75	1	75
OTHER	2	28	1	28	-	-	5	2422	8	2478
TOTAL	159	14645	17	301	2	277	80	16044	258	31267

TABLE 31
MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE UNDER ONTARIO
MUNICIPAL AGREEMENTS

MAXIMUM ACCUMULATION ALLOWED	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PAID SICK LEAVE PLAN	7	162	-	-	-	-	1	57	8	219
UNUSED SICK LEAVE NOT CUMULATIVE	10	358	1	6	-	-	3	196	14	560
UNDER 60 DAYS	2	8	-	-	-	-	-	-	2	8
60 - 89 DAYS	1	3	-	-	-	-	-	-	1	3
90 - 119 DAYS	4	29	-	-	-	-	1	11	5	40
120 - 149 DAYS	2	155	-	-	-	-	2	31	4	186
150 - 179 DAYS	4	54	-	-	-	-	2	47	6	101
180 - 209 DAYS	14	204	1	16	-	-	5	139	20	359
210 - 239 DAYS	2	45	-	-	-	-	2	41	4	86
240 - 299 DAYS	7	305	1	22	-	-	5	241	13	568
300 OR MORE DAYS	13	1334	1	12	-	-	5	1042	19	2388
VARIABLES WITH LENGTH OF SERVICE	1	160	-	-	-	-	1	56	2	216
CHANGES DURING TERM OF AGREEMENT	1	14	-	-	-	-	-	-	1	14
NO LIMIT SPECIFIED	82	11440	12	236	2	277	50	14013	146	25966
SICK LEAVE CONVERTED TO CASH AT YEAR END	1	38	-	-	-	-	1	8	2	46
OTHER	8	336	1	9	-	-	2	162	11	507
TOTAL	159	14645	17	301	2	277	80	16044	258	31267

TABLE 32

PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT UNDER ONTARIO
MUNICIPAL AGREEMENTS

PER CENT OF UNUSED ALLOWANCE PAID	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PAID SICK LEAVE PLAN	7	162	-	-	-	-	1	57	8	219
NO REFERENCE TO PAYMENT FOR UNUSED ALLOWANCE	34	1109	4	83	-	-	14	671	52	1863
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT										
25.0 PER CENT	1	22	-	-	-	-	1	13	2	35
50.0 PER CENT	101	11810	12	209	2	277	55	14772	170	27068
66.6 PER CENT	-	-	-	-	-	-	1	18	1	18
100.0 PER CENT	4	341	-	-	-	-	3	219	7	560
VARIABLES WITH LENGTH OF SERVICE	6	895	-	-	-	-	3	132	9	1027
OTHER	6	306	1	9	-	-	2	162	9	477
TOTAL	<u>159</u>	<u>14645</u>	<u>17</u>	<u>301</u>	<u>2</u>	<u>277</u>	<u>80</u>	<u>16044</u>	<u>258</u>	<u>31267</u>

TABLE 33

MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON TERMINATION OF EMPLOYMENT UNDER ONTARIO MUNICIPAL AGREEMENTS

MAXIMUM DAYS PAID FOR	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PAID SICK LEAVE PLAN	7	162	-	-	-	-	1	57	8	219
NO REFERENCE TO PAYMENT FOR UNUSED ALLOWANCE	34	1109	4	83	-	-	14	671	52	1863
90 DAYS	2	45	1	8	-	-	1	21	4	74
100 DAYS	-	-	-	-	-	-	1	38	1	38
120 DAYS	1	9	-	-	-	-	-	-	1	9
130 DAYS	5	283	1	28	2	277	-	-	8	588
150 DAYS	1	19	1	3	-	-	-	-	2	22
180 DAYS	78	5114	8	116	-	-	43	7301	129	12530
240 DAYS	1	25	-	-	-	-	-	-	1	25
260 DAYS	-	-	-	-	-	-	2	131	2	131
VARIES WITH LENGTH OF SERVICE	12	6963	1	54	-	-	8	298	21	14315
MAXIMUM DAYS NOT SPECIFIED	12	610	-	-	-	-	8	566	20	976
OTHER	6	306	1	9	-	-	2	162	9	477
TOTAL	159	14645	17	301	2	277	80	16044	258	31267

TABLE 34
PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT UNDER ONTARIO
MUNICIPAL AGREEMENTS

PER CENT OF UNUSED ALLOWANCE PAID	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PAID SICK LEAVE PLAN	7	162	-	-	-	-	2	75	9	237
NO REFERENCE TO PAYMENT FOR UNUSED ALLOWANCE	57	2975	7	121	-	-	31	2820	95	5916
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT										
50.0 PER CENT	70	6619	9	171	-	-	32	7919	111	14709
75.0 PER CENT	-	-	-	-	-	-	1	48	1	48
100.0 PER CENT	13	3593	-	-	2	277	11	4956	26	8826
VARIABLES WITH LENGTH OF SERVICE	5	988	-	-	-	-	1	64	6	1052
PER CENT NOT SPECIFIED	1	2	-	-	-	-	-	-	1	2
OTHER	6	306	1	9	-	-	2	162	9	477
TOTAL	<u>159</u>	<u>14645</u>	<u>17</u>	<u>301</u>	<u>2</u>	<u>277</u>	<u>80</u>	<u>16044</u>	<u>258</u>	<u>31267</u>

TABLE 35

MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON RETIREMENT UNDER ONTARIO
MUNICIPAL AGREEMENTS

MAXIMUM DAYS PAID FOR	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PAID SICK LEAVE PLAN	7	162	-	-	-	-	2	75	9	237
NO REFERENCE TO PAYMENT FOR UNUSED ALLOWANCE	57	2975	7	121	-	-	31	2820	95	5916
45 DAYS	1	5	-	-	-	-	-	-	1	5
90 DAYS	2	51	-	-	-	-	1	7	3	58
100 DAYS	1	6	-	-	-	-	1	38	2	44
120 DAYS	1	9	-	-	-	-	-	-	1	9
130 DAYS	4	213	1	28	2	277	-	-	7	518
180 DAYS	56	4516	6	86	-	-	30	5784	92	10386
240 DAYS	1	25	-	-	-	-	-	-	1	25
VARIES WITH LENGTH OF SERVICE	12	5865	1	54	-	-	6	6825	19	12744
MAXIMUM DAYS NOT SPECIFIED	10	501	1	3	-	-	7	333	18	837
OTHER	7	317	1	9	-	-	2	162	10	488
TOTAL	<u>159</u>	<u>14645</u>	<u>17</u>	<u>301</u>	<u>2</u>	<u>277</u>	<u>80</u>	<u>16044</u>	<u>258</u>	<u>31267</u>

TABLE 36

PAYMENT FOR UNUSED SICK LEAVE ON DEATH UNDER ONTARIO
MUNICIPAL AGREEMENTS

PER CENT OF UNUSED ALLOWANCE PAID	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PAID SICK LEAVE PLAN	7	162	-	-	-	-	1	57	8	219
NO REFERENCE TO PAYMENT FOR UNUSED ALLOWANCE	56	2169	7	111	-	-	25	1520	88	3800
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT										
33.3 PER CENT	1	7	-	-	-	-	-	-	1	7
50.0 PER CENT	67	7323	8	173	-	-	36	9148	111	16644
75.0 PER CENT	-	-	-	-	-	-	1	48	1	48
100.0 PER CENT	17	3799	1	8	2	277	14	5048	34	9132
VARIABLES WITH LENGTH OF SERVICE	5	879	-	-	-	-	1	61	6	940
OTHER	6	306	1	9	-	-	2	162	9	477
TOTAL	159	14645	17	301	2	277	80	16044	258	31267

TABLE 37

MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH UNDER ONTARIO
MUNICIPAL AGREEMENTS

MAXIMUM DAYS PAID FOR	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PAID SICK LEAVE PLAN	7	162	-	-	-	-	1	57	8	219
NO REFERENCE TO PAYMENT FOR UNUSED ALLOWANCE	56	2169	7	111	-	-	25	1520	88	5800
90 DAYS	2	68	1	8	-	-	-	-	3	76
100 DAYS	-	-	-	-	-	-	1	38	1	38
120 DAYS	1	9	-	-	-	-	-	-	1	9
130 DAYS	2	204	1	28	2	277	-	-	5	509
180 DAYS	59	5330	6	91	-	-	37	7075	102	12496
260 DAYS	-	-	-	-	-	-	1	83	1	83
VARIABLES WITH LENGTH OF SERVICE.....	11	5700	1	54	-	-	5	6761	17	12515
MAXIMUM DAYS NOT SPECIFIED.....	15	697	-	-	-	-	8	348	23	1045
OTHER	6	306	1	9	-	-	2	162	9	477
TOTAL.....	<u>159</u>	<u>14645</u>	<u>17</u>	<u>301</u>	<u>2</u>	<u>277</u>	<u>80</u>	<u>16044</u>	<u>258</u>	<u>31267</u>

TABLE 38
PAID HOLIDAYS UNDER ONTARIO
MUNICIPAL AGREEMENTS

ANNUAL ALLOWANCE	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
			AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PROVISION	1	34			-	-	-	-	1	34
8 FULL HOLIDAYS	-	-	1	54	-	-	-	-	1	54
9 FULL HOLIDAYS	2	169	-	-	-	-	-	-	2	169
9 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS.....	2	30	-	-	-	-	-	-	2	30
10 FULL HOLIDAYS.....	28	696	1	8	-	-	6	714	35	1418
10 FULL HOLIDAYS PLUS 1 HALF HOLIDAY.....	2	27	-	-	-	-	-	-	2	27
10 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS.....	14	215	-	-	-	-	9	392	23	607
11 FULL HOLIDAYS	52	4551	5	75	2	277	25	4510	84	9413
11 FULL HOLIDAYS PLUS 1 HALF HOLIDAY.....	18	1364	1	28	-	-	11	1927	30	3319
11 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS.....	18	1633	4	55	-	-	11	1226	33	2914
12 FULL HOLIDAYS.....	15	5306	4	78	-	-	10	6868	29	12252
12 FULL HOLIDAYS PLUS 1 HALF HOLIDAY.....	1	53	-	-	-	-	2	59	3	112
12 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS.....	2	25	-	-	-	-	1	23	3	48
13 FULL HOLIDAYS.....	3	242	1	3	-	-	3	247	7	492
13 FULL HOLIDAYS PLUS 1 HALF HOLIDAY.....	1	300	-	-	-	-	-	-	1	300
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES..	-	-	-	-	-	-	2	78	2	78
T O T A L.....	159	14645	17	301	2	277	80	16044	258	31267

SERVICE REQUIREMENTS FOR HOLIDAY PAY UNDER ONTARIO
MUNICIPAL AGREEMENTS

PERIOD OF SERVICE	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PROVISION.....	96	9979	13	250	2	277	55	9620	166	20126
30 CALENDAR DAYS	10	1836	-	-	-	-	10	1910	20	3746
60 CALENDAR DAYS	5	108	-	-	-	-	1	150	6	258
90 CALENDAR DAYS	10	701	2	11	-	-	-	-	12	712
45 WORKING DAYS	2	216	-	-	-	-	2	518	4	734
60 WORKING DAYS	6	134	-	-	-	-	-	-	6	134
65 WORKING DAYS	-	-	-	-	-	-	1	450	1	450
90 WORKING DAYS	1	20	-	-	-	-	-	-	1	20
1 MONTH	1	9	-	-	-	-	-	-	1	9
2 MONTHS.....	2	12	-	-	-	-	-	-	2	12
3 MONTHS.....	17	1412	1	12	-	-	5	828	23	2252
4 MONTHS.....	1	2	-	-	-	-	-	-	1	2
6 MONTHS.....	5	40	-	-	-	-	1	66	6	106
OTHER	3	176	1	28	-	-	5	2502	9	2706
TOTAL	159	14645	17	301	2	277	80	16044	258	31267

TABLE 40
WORK REQUIREMENTS FOR HOLIDAY PAY UNDER ONTARIO
MUNICIPAL AGREEMENTS

WORK REQUIREMENT	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PROVISION	33	5374	3	65	2	277	29	7168	67	12884
DAY BEFORE AND AFTER HOLIDAY.....	116	8876	11	199	-	-	47	8692	174	17767
DAY BEFORE HOLIDAY.....	-	-	-	-	-	-	1	77	1	77
COMBINATIONS.....	10	395	3	37	-	-	3	107	16	539
TOTAL.....	<u>159</u>	<u>14645</u>	<u>17</u>	<u>301</u>	<u>2</u>	<u>277</u>	<u>80</u>	<u>16044</u>	<u>258</u>	<u>31267</u>

TABLE 41
COMPENSATION FOR HOLIDAYS FALLING ON SATURDAY UNDER ONTARIO
MUNICIPAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PROVISION	57	2625	6	95	2	277	19	1349	84	4346
PRECEDING FRIDAY OFF WITH PAY.....	5	300	-	-	-	-	3	123	8	423
FOLLOWING MONDAY OFF WITH PAY.....	13	360	1	22	-	-	6	2532	20	2914
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY.....	44	8892	7	161	-	-	25	9093	76	18146
ANOTHER DAY OFF WITH PAY.....	18	914	2	20	-	-	9	864	29	1798
ANOTHER DAY OFF WITH PAY OR EXTRA DAYS PAY.....	1	13	-	-	-	-	1	470	2	483
PRECEDING FRIDAY OR ANOTHER DAY OFF WITH PAY.....	1	3	-	-	-	-	-	-	1	3
FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY.....	17	1373	1	3	-	-	14	1518	32	2894
PRECEDING FRIDAY OR FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY.....	1	63	-	-	-	-	1	35	2	98
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY OR EXTRA DAYS PAY	2	102	-	-	-	-	2	60	4	162
TOTAL	159	14645	17	301	2	277	80	16044	258	31267

TABLE 42
PAY FOR HOLIDAYS FALLING ON SUNDAY UNDER ONTARIO
MUNICIPAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PROVISION	51	2070	6	95	2	277	17	1240	76	3682
FOLLOWING MONDAY OFF WITH PAY.....	17	1108	-	-	-	-	11	3217	28	4325
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY.....	44	8892	7	161	-	-	25	9093	76	18146
ANOTHER DAY OFF WITH PAY	21	941	2	20	-	-	10	912	33	1873
EXTRA DAYS PAY	1	20	-	-	-	-	-	-	1	20
ANOTHER DAY OFF WITH PAY OR EXTRA DAYS PAY	1	13	-	-	-	-	1	470	2	483
FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	21	1436	2	25	-	-	14	1052	37	2513
PRECEDING FRIDAY OR FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	1	63	-	-	-	-	-	-	1	63
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY OR EXTHA DAYS PAY.....	2	102	-	-	-	-	2	60	4	162
TOTAL	<u>159</u>	<u>14645</u>	<u>17</u>	<u>301</u>	<u>2</u>	<u>277</u>	<u>80</u>	<u>16044</u>	<u>258</u>	<u>31267</u>

TABLE 43

COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF UNDER ONTARIO
MUNICIPAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
			AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PROVISION	127	10218	14	224	-	-	56	9152	197	19594
EXTRA DAY OFF WITH PAY.....	22	2139	2	57	2	277	14	2329	40	4802
EXTRA DAYS PAY.....	5	1981	-	-	-	-	6	3657	11	5638
EXTRA DAY OFF OR EXTRA DAYS PAY.....	5	307	1	20	-	-	4	906	10	1233
TOTAL.....	<u>159</u>	<u>14645</u>	<u>17</u>	<u>301</u>	<u>2</u>	<u>277</u>	<u>80</u>	<u>16044</u>	<u>258</u>	<u>31267</u>

TABLE 44

COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIODS UNDER ONTARIO
MUNICIPAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PROVISION	33	3485	-	-	2	277	11	2819	46	6561
EXTRA DAYS VACATION WITH PAY.....	108	9839	13	256	-	-	58	11875	179	21970
EXTRA DAYS PAY.....	3	11	-	-	-	-	-	-	3	11
EXTRA DAYS VACATION WITH PAY OR EXTRA DAYS PAY	15	1310	4	45	-	-	11	1350	30	2705
TOTAL.....	<u>159</u>	<u>14645</u>	<u>17</u>	<u>301</u>	<u>2</u>	<u>277</u>	<u>80</u>	<u>16044</u>	<u>258</u>	<u>31267</u>

TABLE 45
COMPENSATION FOR WORK ON PAID HOLIDAYS UNDER ONTARIO
MUNICIPAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		COMBINED GROUPS		TOTAL	
			AND TECHNICAL							
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PROVISION.....	2	252	1	24	-	-	3	267	6	543
STRAIGHT TIME PLUS HOLIDAY PAY	1	4	-	-	-	-			1	4
TIME AND ONE-HALF PLUS HOLIDAY PAY.....	65	4779	6	78	2	277	27	3867	100	9001
DOUBLE TIME PLUS HOLIDAY PAY.....	56	3629	7	126	-	-	21	1122	84	5247
TIME AND ONE-HALF, PLUS ANOTHER DAY OFF WITH PAY.....	2	12	1	54	-	-	2	615	5	681
DOUBLE TIME PLUS ANOTHER DAY OFF WITH PAY.....	2	140	-	-	-	-	1	335	3	475
TIME AND ONE-HALF PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY.....	7	3993	-	-	-	-	5	2407	12	6400
DOUBLE TIME PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY.....	5	277	-	-	-	-	2	764	7	1041
TIME AND ONE-HALF OR EQUIVALENT TIME OFF PLUS HOLIDAY PAY.....	-	-	1	16	-	-	2	765	3	781
TIME AND ONE-HALF OR TIME AND ONE-HALF OFF PLUS HOLIDAY PAY.....	-	-	-	-	-	-	3	633	3	633
DOUBLE TIME OR DOUBLE TIME OFF PLUS HOLIDAY PAY.....	3	565	1	3	-	-	2	86	6	654
VARIES WITH NUMBER OF HOURS WORKED OR FOR DIFFERENT HOLIDAYS.....	10	292	-	-	-	-	4	328	14	620
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES..	4	463	-	-	-	-	5	4214	9	4677
OTHER	2	239	-	-	-	-	3	271	5	510
TOTAL.....	159	14645	17	301	2	277	80	16144	258	31267

TABLE 46
LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION UNDER ONTARIO
MUNICIPAL AGREEMENTS

LENGTH OF SERVICE	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PROVISION.....	3	192	1	54	-	-	-	-	4	246
SIX MONTHS BUT LESS THAN ONE YEAR	1	10	3	57	1	87	4	446	9	600
1 YEAR.....	152	14392	13	190	-	-	75	15584	240	30166
2 YEARS	1	5	-	-	-	-	-	-	1	5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES...	-	-	-	-	-	-	1	14	1	14
CHANGES DURING TERM OF AGREEMENT.....	-	-	-	-	1	190	-	-	1	190
OTHER.....	2	46	-	-	-	-	-	-	2	46
TOTAL	<u>159</u>	<u>14645</u>	<u>17</u>	<u>301</u>	<u>2</u>	<u>277</u>	<u>80</u>	<u>16044</u>	<u>258</u>	<u>31267</u>

TABLE 47
LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION UNDER ONTARIO
MUNICIPAL AGREEMENTS

LENGTH OF SERVICE	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
			AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
1 YEAR	4	422	3	57	1	87	3	371	11	937
2 YEARS	1	3	-	-	-	-	1	42	2	45
3 YEARS	27	7413	1	20	-	-	17	8467	45	15900
4 YEARS	32	2444	5	83	-	-	21	2577	58	5104
5 YEARS	81	3382	7	87	-	-	32	1617	120	5086
6 YEARS	6	81	-	-	-	-	1	66	7	147
7 YEARS	2	27	-	-	-	-	-	-	2	27
8 YEARS	3	15	-	-	-	-	-	-	3	15
10 YEARS	-	-	1	54	-	-	-	-	1	54
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	-	-	-	-	-	-	3	2364	3	2364
CHANGES DURING TERM OF AGREEMENT	1	33	-	-	1	190	1	15	3	238
OTHER	2	825	-	-	-	-	1	525	3	1350
TOTAL	159	14645	17	301	2	277	80	16044	258	31267

TABLE 48
LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION UNDER ONTARIO
MUNICIPAL AGREEMENTS

LENGTH OF SERVICE	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PROVISION	3	12	-	-	-	-	-	-	3	12
4 YEARS	2	403	2	50	-	-	2	207	6	660
5 YEARS	1	5	-	-	-	-	-	-	1	5
7 YEARS	1	11	-	-	-	-	1	3	2	14
8 YEARS	2	48	1	16	-	-	2	309	5	373
9 YEARS	2	25	1	9	-	-	1	15	4	49
10 YEARS	45	8233	4	62	-	-	25	8334	74	16629
11 YEARS	10	1752	-	-	-	-	10	3567	20	5319
12 YEARS	23	889	-	-	-	-	11	1221	34	2110
13 YEARS	20	1299	3	12	-	-	7	767	30	2078
14 YEARS	11	695	-	-	-	-	5	738	16	1433
15 YEARS	36	1161	5	98	-	-	14	576	55	1855
16 YEARS	1	17	-	-	-	-	-	-	1	17
18 YEARS	-	-	1	54	-	-	-	-	1	54
20 YEARS	1	31	-	-	-	-	-	-	1	31
VARIABLES FOR DIFFERENT GROUPS OF EMPLOYEES.	-	-	-	-	1	87	2	307	3	394
CHANGES DURING TERM OF AGREEMENT	1	64	-	-	1	190	-	-	2	254
TOTAL	159	<u>14645</u>	17	<u>301</u>	2	<u>277</u>	80	<u>16044</u>	<u>258</u>	<u>31267</u>

TABLE 49

LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION UNDER ONTARIO
MUNICIPAL AGREEMENTS

LENGTH OF SERVICE	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PROVISION	32	749	1	7	-	-	8	262	41	1018
9 YEARS	2	403	1	26	-	-	2	207	5	636
10 YEARS	-	-	1	24	-	-	-	-	1	24
13 YEARS	-	-	-	-	-	-	1	15	1	15
14 YEARS	-	-	-	-	-	-	1	3	1	3
15 YEARS	5	84	1	16	-	-	4	142	10	242
17 YEARS	-	-	-	-	-	-	1	294	1	294
18 YEARS	11	6373	-	-	-	-	7	6878	18	13251
19 YEARS	5	483	1	9	-	-	3	132	9	624
20 YEARS	52	3483	7	106	-	-	24	3273	83	6862
21 YEARS	3	195	-	-	-	-	3	528	6	723
22 YEARS	13	1539	1	6	-	-	3	1024	17	2569
23 YEARS	7	282	-	-	-	-	2	82	9	364
24 YEARS	4	87	-	-	-	-	5	2489	9	2576
25 YEARS	23	870	4	107	-	-	16	715	43	1692
VARIABLES FOR DIFFERENT GROUPS OF EMPLOYEES.	-	-	-	-	1	87	-	-	1	87
CHANGES DURING TERM OF AGREEMENT	2	97	-	-	1	190	-	-	3	287
TOTAL	<u>159</u>	<u>14645</u>	<u>17</u>	<u>301</u>	<u>2</u>	<u>277</u>	<u>80</u>	<u>16044</u>	<u>258</u>	<u>31267</u>

TARLF 50

LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION UNDER ONTARIO
MUNICIPAL AGREEMENTS

LENGTH OF SERVICE	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PROVISION	127	6406	14	258	2	277	61	7619	204	14560
19 YEARS	2	403	1	26	-	-	2	207	5	636
20 YEARS	1	4	-	-	-	-	-	-	1	4
24 YEARS	-	-	-	-	-	-	1	15	1	15
25 YEARS	21	6872	2	17	-	-	9	7009	32	13898
27 YEARS	2	386	-	-	-	-	2	132	4	518
29 YEARS	-	-	-	-	-	-	1	294	1	294
30 YEARS	6	574	-	-	-	-	4	768	10	1342
TOTAL	<u>159</u>	<u>14645</u>	<u>17</u>	<u>301</u>	<u>2</u>	<u>277</u>	<u>80</u>	<u>16044</u>	<u>258</u>	<u>31167</u>

SECTION 8

HEALTH, INSURANCE AND PENSION PLANS

TABLE 51

EMPLOYER CONTRIBUTIONS TO HOSPITAL, MEDICAL AND SURGICAL INSURANCE PLANS UNDER ONTARIO MUNICIPAL AGREEMENTS

PER CENT OF PREMIUMS CONTRIBUTED	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
60.0 PER CENT	1	6	-	-	-	-	-	-	1	6
66.6 PER CENT	2	24	-	-	-	-	-	-	2	24
70.0 PER CENT	1	11	-	-	-	-	-	-	1	11
75.0 PER CENT	4	30	2	31	-	-	-	-	6	61
80.0 PER CENT	2	16	-	-	-	-	1	70	3	86
85.0 PER CENT	3	74	-	-	-	-	1	15	4	89
90.0 PER CENT	3	239	-	-	-	-	1	64	4	303
95.0 PER CENT	1	140	-	-	-	-	-	-	1	140
100.0 PER CENT	140	14070	15	270	2	277	77	15895	234	30512
CHANGES DURING TERM OF AGREEMENT	1	4	-	-	-	-	-	-	1	4
FLAT SUM PAYMENT	1	31	-	-	-	-	-	-	1	31
TOTAL	<u>159</u>	<u>14645</u>	<u>17</u>	<u>301</u>	<u>2</u>	<u>277</u>	<u>80</u>	<u>16044</u>	<u>258</u>	<u>31267</u>

TABLE 52
EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS UNDER ONTARIO
MUNICIPAL AGREEMENTS

PER CENT OF PREMIUMS CONTRIBUTED	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PROVISION	21	259	1	8	-	-	6	150	28	417
50.0 PER CENT	6	1523	1	54	-	-	3	1017	10	2594
60.0 PER CENT	-	-	1	24	-	-	-	-	1	24
66.6 PER CENT	4	907	-	-	-	-	4	2512	8	3419
70.0 PER CENT	1	11	-	-	-	-	-	-	1	11
75.0 PER CENT	3	22	1	7	2	277	-	-	6	306
80.0 PER CENT	2	16	-	-	-	-	-	-	2	16
85.0 PER CENT	2	101	-	-	-	-	1	75	3	176
90.0 PER CENT	3	239	-	-	-	-	1	64	4	303
95.0 PER CENT	1	140	-	-	-	-	-	-	1	140
100.0 PER CENT	112	10286	13	208	-	-	61	11759	186	22249
CHANGES DURING TERM OF AGREEMENT	1	4	-	-	-	-	1	57	2	61
NOT SPECIFIED	2	627	-	-	-	-	1	75	3	702
OTHER	1	510	-	-	-	-	2	339	3	849
TOTAL	<u>159</u>	<u>14645</u>	<u>17</u>	<u>301</u>	<u>2</u>	<u>277</u>	<u>80</u>	<u>16041</u>	<u>258</u>	<u>31267</u>

TABLE 53
AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS UNDER ONTARIO
MUNICIPAL AGREEMENTS

AMOUNT OF BENEFIT	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PROVISION	21	259	1	8	-	-	6	150	28	417
2,000 DOLLARS	5	4101	-	-	-	-	2	5618	7	9719
4,000 DOLLARS	2	35	-	-	-	-	-	-	2	35
5,000 DOLLARS	7	180	-	-	-	-	-	-	7	180
6,000 DOLLARS	1	7	-	-	-	-	-	-	1	7
7,500 DOLLARS	1	22	-	-	-	-	2	61	3	83
8,000 DOLLARS	1	14	-	-	-	-	1	83	2	97
10,000 DOLLARS	25	545	3	44	-	-	6	171	34	760
12,000 DOLLARS	2	173	-	-	-	-	-	-	2	173
13,000 DOLLARS	1	20	-	-	-	-	1	48	2	68
15,000 DOLLARS	6	198	-	-	-	-	1	23	7	221
16,000 DOLLARS	1	38	1	20	-	-	-	-	2	58
20,000 DOLLARS	5	249	2	30	-	-	3	45	10	324
VARIES WITH INCOME	60	6555	6	85	2	277	46	6326	114	13243
VARIES WITH SEX OR WITH SEX AND INCOME	-	-	-	-	-	-	1	1159	1	1159
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	3	195	1	33	-	-	-	-	4	228
NOT SPECIFIED	18	2054	3	81	-	-	9	1104	30	3239
OTHER	-	-	-	-	-	-	2	1256	2	1256
TOTAL	<u>159</u>	<u>14645</u>	<u>17</u>	<u>301</u>	<u>2</u>	<u>277</u>	<u>80</u>	<u>16044</u>	<u>258</u>	<u>31267</u>

TABLE 54

EMPLOYER CONTRIBUTIONS TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE PLANS UNDER ONTARIO MUNICIPAL AGREEMENTS

PER CENT OF PREMIUMS CONTRIBUTED	NON-OFFICE		OFFICE AND		PROFESSIONAL		COMBINED GROUPS		TOTAL	
			TECHNICAL							
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PROVISION	115	12601	14	266	2	277	61	14024	192	27168
50.0 PER CENT	1	10	-	-	-	-	-	-	1	10
66.6 PER CENT	1	14	-	-	-	-	-	-	1	14
75.0 PER CENT	2	11	-	-	-	-	-	-	2	11
80.0 PER CENT	2	16	-	-	-	-	-	-	2	16
90.0 PER CENT	1	10	-	-	-	-	-	-	1	10
100.0 PER CENT	35	1972	3	35	-	-	17	1937	55	3944
CHANGES DURING TERM OF AGREEMENT	1	4	-	-	-	-	-	-	1	4
NOT SPECIFIED	1	7	-	-	-	-	1	75	2	82
OTHER	-	-	-	-	-	-	1	8	1	8
TOTAL	159	14645	17	301	2	277	80	16044	258	31267

TABLE 55

AMOUNT OF BENEFITS PROVIDED IN ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE PLANS UNDER ONTARIO MUNICIPAL AGREEMENTS

AMOUNT OF BENEFIT	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PROVISION	115	12601	14	266	2	277	61	14024	192	27168
2,000 DOLLARS	1	9	-	-	-	-	-	-	1	9
5,000 DOLLARS	2	18	-	-	-	-	-	-	2	18
6,000 DOLLARS	1	7	-	-	-	-	-	-	1	7
10,000 DOLLARS	11	157	1	9	-	-	-	-	12	166
12,000 DOLLARS	2	173	-	-	-	-	-	-	2	173
13,000 DOLLARS	1	20	-	-	-	-	-	-	1	20
15,000 DOLLARS	2	12	-	-	-	-	-	-	2	12
20,000 DOLLARS	4	65	-	-	-	-	3	36	7	101
30,000 DOLLARS	1	3	-	-	-	-	-	-	1	3
32,000 DOLLARS	1	38	1	20	-	-	-	-	2	58
VARIES WITH INCOME	14	1352	1	6	-	-	13	1863	28	3221
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	1	160	-	-	-	-	-	-	1	160
NOT SPECIFIED	3	30	-	-	-	-	2	65	5	95
OTHER	-	-	-	-	-	-	1	56	1	56
TOTAL	159	14645	17	301	2	277	80	16044	258	31267

TABLE 56
PENSION PLANS UNDER ONTARIO
MUNICIPAL AGREEMENTS

FINANCING ARRANGEMENT	NON-OFFICE		OFFICE AND TECHNICAL		PROFESSIONAL		COMBINED GROUPS		TOTAL	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.
NO PROVISION	27	757	1	7	-	-	11	376	39	1140
NON-CONTRIBUTORY	1	20	-	-	-	-	-	-	1	20
CONTRIBUTORY	125	13176	16	294	2	277	68	15218	211	28965
NOT SPECIFIED	6	692	-	-	-	-	1	450	7	1142
TOTAL	<u>159</u>	<u>14645</u>	<u>17</u>	<u>301</u>	<u>2</u>	<u>277</u>	<u>80</u>	<u>16044</u>	<u>258</u>	<u>31267</u>

P A R T II

RATES OF PAY

TABLE 57

WAGE RATES FOR LABOURER AND CLERK-TYPIST UNDER ONTARIO MUNICIPAL AGREEMENTS
JANUARY 1978

Economic Region, Municipality Union and Bargaining Unit	Labourer				Clerk-Typist				Expiry Date of Agreement
	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	
<u>Eastern Ontario</u>									
Arnprior Town Corporation; and International Operating Engineers 793 (Outside Employees)	Mar. 1, 76	-	4.63	Hrly.	-	-	-	-	Apr. 30, 77
Brockville City Corporation; and Public Employees 115 (Outside Employees)	Jan. 1, 77	-	4.82	"	-	-	-	-	Dec. 31, 77
Cornwall City Corporation; and Public Employees 234 (Outside Employees)	Apr. 1, 77	-	5.60	"	-	-	-	-	Mar. 31, 78
Deep River Town Corporation; and Public Employees 740 (Outside Employees)	June 1, 76	-	4.99*	"	-	-	-	-	May 31, 77
Gananoque Town Corporation; and Public Employees 1701 (Outside Employees)	Jan. 1, 77	-	4.82*	"	-	-	-	-	Dec. 31, 77
Gloucester Township Corporation; and Public Employees 1525 (Office Employees)	-	-	-		Jan. 1, 77	7,348.00	8,814.00	Yrly.	Dec. 31, 77
Hawkesbury Town Corporation; and Public Employees 1026 (Outside and Office Employees)	Jan. 1, 77	-	5.40	Hrly.	Jan. 1, 77	145.88	166.94	Wkly.	Dec. 31, 77
Kingston City Corporation; and Public Employees 109 (Outside Employees)	Jan. 1, 76	-	5.45*	"	-	-	-	-	Dec. 31, 77
	Apr. 25, 77	-	5.90	"	-	-	-	-	
Kingston Township Corporation; and Public Employees 1850 (Outside Employees)	Jan. 1, 77	-	5.83	"	-	-	-	-	Dec. 31, 78
	Jan. 1, 78	-	6.24	"	-	-	-	-	
March Township Corporation; and Public Employees 1670 (Outside Employees)	Jan. 1, 77	-	4.42	"	-	-	-	-	Dec. 31, 77

* Approved by Anti-Inflation Board.

TABLE 57 (Cont'd)

WAGE RATES FOR LABOURER AND CLERK-TYPIST UNDER ONTARIO MUNICIPAL AGREEMENTS
JANUARY 1978

Economic Region, Municipality Union and Bargaining Unit	Labourer				Clerk-Typist				Expiry Date of Agreement
	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	
<u>Eastern Ontario cont'd</u>									
Westmeath Township Corporation; and Public Employees 1202 (Outside Employees)	Jan. 1, 77	-	4.82	Hrly.	-	-	-	-	Dec. 31, 77
<u>Lake Ontario</u>									
Belleville City Corporation; and Public Employees 907 (Outside Employees)	Jan. 1, 77	-	5.78	"	-	-	-	-	Dec. 31, 77
Cobourg Town Corporation; and Public Employees 25 (Outside Employees)	Aug. 1, 76	-	4.88*	"	-	-	-	-	July 31, 77
Dysart, Bruton, Clyde, Dudley, Guilford, Harburn, Harcourt, Havecock & Eyre Township Corporations; and Public Employees 2142 (Outside Employees)	Jan. 1, 77	-	4.73	"	-	-	-	-	Dec. 31, 77
Hastings County Corporation; and International Operating Engineers 793 (Outside Employees)	Mar. 31, 76	-	4.57*	"	-	-	-	-	Mar. 30, 78
	Mar. 31, 77	-	4.89	"	-	-	-	-	
Lindsay Town Corporation; and Public Employees 855 (Outside Employees)	Jan. 1, 77	-	5.48	"	-	-	-	-	Dec. 31, 77
Newcastle Town Corporation; and Public Employees 74 (Office Employees)	Mar. 1, 76	-	5.61*	"	-	-	-	-	Feb. 28, 78
	Mar. 1, 77	-	6.06	"	-	-	-	-	
Northumberland County; and Public Employees 1203 (Outside Employees)	-	-	-	-	Jan. 1, 76	6,100.00*	7,000.00*	Yrly.	Dec. 31, 77
Peterborough City Corporation and Park Management Board; and Public Employees 504 (Outside Employees)	Oct. 1, 76	-	5.37	Hrly.	-	-	-	-	Sep. 30, 78
	Oct. 1, 76	-	5.43	"	-	-	-	-	Sep. 30, 77

* Approved by Anti-Inflation Board

TABLE 57 (Cont'd)

WAGE RATES FOR LABOURER AND CLERK-TYPIST UNDER ONTARIO MUNICIPAL AGREEMENTS
JANUARY 1978

Economic Region, Municipality Union and Bargaining Unit	L a b o u r e r				C l e r k - T y p i s t				Expiry Date of Agreement
	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	
<u>Eastern Ontario cont'd</u>									
Nepean Township Corporation; and Public Employees 1021 (Outside Employees)	Jan. 1, 77	4.61	5.59	Hrly.	-	-	-	-	Dec. 31, 77
Nepean Township Corporation; and Public Employees 1246 (Office Employees)	-	-	-	"	Jan. 1, 77	7,399.00	8,784.00	Yrly.	Dec. 31, 77
Ottawa City Corporation; and Public Employees 503 (Outside Employees)	Jan. 1, 77	5.56	5.96	Hrly.	-	-	-	-	Dec. 31, 76
Ottawa-Carleton Regional Municipality; and Public Employees 503 (Outside Employees)	Jan. 1, 77	-	5.96	"	-	-	-	-	Dec. 31, 76
Pembroke City Corporation; and Public Employees 24 (Outside and Office Employees)	Jan. 1, 77	-	6.04	"	Jan. 1, 77	7,993.89	9,404.58	Yrly.	Dec. 31, 77
Renfrew Town Corporation; and Public Employees 121 (Outside Employees)	Jul. 1, 77	-	5.64	"	-	-	-	-	Jun. 30, 78
Smith's Falls Town Corporation; and Public Employees 1664 (Outside Employees)	May 1, 76	-	3.83*	"	-	-	-	-	Apr. 30, 78
	May 1, 77	-	4.175	"	-	-	-	-	-
Stormont, Dundas and Glengarry United Counties Corporation; and Public Employees 1715 (Outside Employees)	Oct. 1, 76	-	4.93*	"	-	-	-	-	Mar. 21, 79
	Mar. 22, 77	-	5.21*	"	-	-	-	-	-
	Mar. 22, 78	-	5.43*	"	-	-	-	-	-
Vanier City Corporation; and Public Employees 20 (Outside Employees)	Jan. 1, 77	-	5.60	"	-	-	-	-	Dec. 31, 78
Vanier City Corporation; and Public Employees 954 (Office Employees)	Jan. 1, 78	-	5.82**	"	-	-	-	-	Dec. 31, 78
	-	-	-	-	Jan. 1, 77	8,676.00	10,144.00	Yrly.	-
	-	-	-	-	Jan. 1, 78	9,023.00*	10,550.00	"	-

* Approved by Anti-Inflation Board

** Vanier: labourer and clerk-typist; increases may be greater depending on Consumer Price Index at that date.

TABLE 57 (Cont'd)

WAGE RATES FOR LABOURER AND CLERK-TYPIST UNDER ONTARIO MUNICIPAL AGREEMENTS
JANUARY 1978

Economic Region, Municipality Union and Bargaining Unit	Labourer				Clerk Typist				Expiry Date of Agreement
	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	
<u>Lake Ontario cont'd</u>									
Peterborough County Corporation; and Public Employees 1306 (Outside Employees)	Oct. 2, 77	-	5.30	Hrly.	-	-	-	-	Oct. 1, 78
Peterborough County Corporation; and Public Employees 126 (Office Employees)					Oct. 1, 76	6,100.00*	8,500.00*	Yrly.	Sep. 30, 77
Picton Town Corporation; and Public Employees 1255 (Outside Employees)	Jan. 1, 77	-	4.75	Hrly.	-	-	-	-	Dec. 31, 78
	Jan. 1, 78	-	4.80	"	-	-	-	-	
Port Hope Town Corporation; and Public Employees 749 (Outside Employees)	Feb. 1, 76	-	4.65	"	-	-	-	-	Jan. 31, 78
	Feb. 1, 77	-	5.24	"	-	-	-	-	
Trenton Town Corporation; and Public Employees 799 (Outside Employees)	Jan. 1, 77	-	5.11	"	-	-	-	-	Dec. 31, 77
Trenton Town Corporation; and Public Employees 799 (Office Employees)	-	-	-	-	Jan. 1, 77	-	9,226.08	Yrly	Dec. 31, 77
Victoria County Corporation; and Public Employees 1167 (Outside Employees)	Mar. 1, 76	-	4.54	Hrly.	-	-	-	-	Feb. 28, 78
	Mar. 1, 77	-	4.83	"	-	-	-	-	
<u>Central Ontario</u>									
Ajax Town Corporation; and Public Employees 54 (Outside Employees)	Mar. 16, 76	-	5.53	"	-	-	-	-	Mar. 15, 78
Brampton City Corporation; and Public Employees 831 (Outside Employees)	Mar. 16, 77	-	6.35	"	-	-	-	-	
	Aug. 1, 76	-	5.78*	"	-	-	-	-	Jul. 31, 77
Brampton City Corporation; and Public Employees 831 (Office Employees)	-	-	-	-	Jan. 1, 77	-	148.25*	Wkly.	Dec. 31, 77
Brock Township Corporation; and Public Employees 1652 (Outside Employees)	Jan. 1, 77	-	5.38	Hrly.	-	-	-	-	Dec. 31, 77

* Approved by Anti-Inflation Board

TABLE 57 (Cont'd)

WAGE RATES FOR LABOURER AND CLERK-TYPIST UNDER ONTARIO MUNICIPAL AGREEMENTS
JANUARY 1978

Economic Region, Municipality Union and Bargaining Unit	Labourer				Clerk-Typist				Expiry Date of Agreement
	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	
Central Ontario cont'd									
Burlington City Corporation; and Public Employees 44 (Outside Employees)	Feb. 1, 76	-	5.46*	Hrly.	-	-	-	-	Jan. 31, 79
	Feb. 1, 77	-	5.82*	"	-	-	-	-	
	Feb. 1, 78	-	6.14**	"	-	-	-	-	
Burlington City Corporation; and Public Employees 1540 (Office Employees)	-	-	-	-	Jun. 1, 76	6,895.00	8,920.00	Yrly.	Jun. 30, 77
East York Borough Corporation; and Public Employees 114 (Outside Employees)	Jan. 1, 77	-	6.07	Hrly.	-	-	-	-	Dec. 31, 77
East York Borough Corporation; and Public Employees 114 (Office Employees)	-	-	-	-	Jan. 1, 77	163.84	178.43	Wkly.	Dec. 31, 77
Etobicoke Borough Corporation; and Public Employees 185 (Outside Employees)	Jan. 1, 77	-	6.07	Hrly.	-	-	-	-	Dec. 31, 77
Halton Hills Town Corporation; and Public Employees 73 (Outside Employees)	Apr. 1, 76	-	5.32*	"	-	-	-	-	Mar. 31, 78
	Apr. 1, 77	-	5.74	"	-	-	-	-	
Halton Regional Municipality; and Electrical Workers 636 (Outside Employees)	Jan. 1, 77	-	5.89*	"	-	-	-	-	Dec. 31, 77
Markham Town Corporation; and Public Employees 1219 (Outside Employees)	Jun. 29, 77	-	6.20	"	-	-	-	-	Jun. 30, 78
Mississauga City Corporation; and Public Employees 66 (Outside Employees)	Jan. 1, 77	-	5.83	"	-	-	-	-	Dec. 31, 77
North York Borough Corporation; and Public Employees 94 (Outside Employees)	Jan. 1, 77	-	6.08	"	-	-	-	-	Dec. 31, 77
North York Borough Corporation; and Public Employees 373 (Office Employees)	-	-	-	-	Jan. 1, 77	170.00	200.72	Wkly.	Dec. 31, 77

* Approved by Anti-Inflation Board

** Burlington: labourer; increase may be greater depending on Consumer Price Index at that date.

TABLE 57 (Cont'd)

WAGE RATES FOR LABOURER AND CLERK-TYPIST UNDER ONTARIO MUNICIPAL AGREEMENTS
JANUARY 1978

Economic Region, Municipality Union and Bargaining Unit	Labourer				Clerk-Typist				Expiry Date of Agreement
	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	
<u>Central Ontario cont'd</u>									
Oakville Town Corporation; and Public Employees 136 (Outside Employees)	Feb. 16, 76	-	5.52*	Hrly.	-	-	-	-	Feb. 15, 79
	Feb. 16, 77	-	5.88	"	-	-	-	-	
	Feb. 16, 78	-	Wage Re-opener	"	-	-	-	-	
Oshawa City Corporation; and Public Employees 250 (Outside Employees)	Apr. 1, 77	5.97	6.15	"	-	-	-	-	Mar. 31, 79
	Apr. 1, 78	6.20	6.39	"	Nov. 1, 76	332.52*	368.50*	Bi-Wkly.	Oct. 31, 78
Oshawa City Corporation; and Public Employees 251 (Office Employees)	-	-	-	-	Nov. 1, 77	354.13*	392.45*	"	
Peel-Bramalea Regional Municipality; and I.B.E.W. 636 (Outside Employees)	Feb. 1, 76	-	5.69*	Hrly.	-	-	-	-	Jan. 31, 78
	Feb. 1, 77	-	6.12	"	-	-	-	-	
Pickering Town Corporation; and Public Employees 129 (Outside and Office Employees)	Mar. 1, 76	-	5.26*	"	Mar. 1, 76	8,194.00*	9,136.00*	Yrly.	Feb. 28, 78
	Mar. 1, 77	-	5.68	"	Mar. 1, 77	8,849.52	9,866.88	"	
Scarborough Borough Corporation; and Public Employees 368 (Outside Employees)	Jan. 1, 77	-	6.07	"	-	-	-	-	Dec. 31, 77
Scarborough Borough Corporation; and Public Employees 545 (Office Employees)	-	-	-	-	Jan. 1, 77	8,517.00	9,639.00	Yrly.	Dec. 31, 77
Toronto City Corporation; and Public Employees 43 (Outside Employees)	Jan. 1, 77	-	6.07*	Hrly.	-	-	-	-	Dec. 31, 77
Toronto Metropolitan Municipality; and Public Employees 43 (Outside Employees)	Jan. 1, 77	-	6.07*	"	-	-	-	-	Dec. 31, 77
Vaughan Town Corporation; and Public Employees 1090 (Outside Employees)	Jan. 1, 77	-	5.52*	"	-	-	-	-	Dec. 31, 77
Vaughan Town Corporation; and Public Employees 1090 (Office Employees)	-	-	-	-	Jan. 1, 77	279.89*	303.70*	Bi-Wkly.	Dec. 31, 77

* Approved by Anti-Inflation Board

TABLE 57 (Cont'd)

WAGE RATES FOR LABOURER AND CLERK-TYPIST UNDER ONTARIO MUNICIPAL AGREEMENTS
JANUARY 1978

Economic Region, Municipality Union and Bargaining Unit	Labourer				Clerk-Typist				Expiry Date of Agreement
	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	
Central Ontario cont'd									
Whitby Town Corporation; and Public Employees 53 (Outside Employees)	Oct. 1, 76	-	5.98*	Hrly.	-	-	-	-	Mar. 31, 78
	Apr. 1, 77	6.31	6.41*	"	-	-	-	-	
York Borough Corporation; and Public Employees 10 (Outside Employees)	Jan. 1, 77	-	6.07	"	-	-	-	-	Dec. 31, 77
York Borough Corporation; and Public Employees 840 (Office Employees)	-	-	-	-	Jan. 1, 77	162.00	202.00	Wkly.	Dec. 31, 77
York Regional Municipality; and Public Employees 1953 (Outside and Office Employees)	Jan. 1, 77	5.66	5.94	Hrly.	Jan. 1, 77	7,112.00	8,501.00	Yrly.	Dec. 31, 77
Niagara Region									
Ancaster Town Corporation; and Public Employees 2064 (Outside Employees)	Jan. 1, 77	-	5.42	"	-	-	-	-	Dec. 31, 77
Brant County Corporation; and Public Employees (Outside Employees)	May 1, 76	-	5.17*	"	-	-	-	-	Apr. 30, 78
	May 1, 77	-	5.53	"	-	-	-	-	
Brantford City Corporation; and Public Employees 181 (Outside Employees)	Jan. 1, 77	-	5.43	"	-	-	-	-	Dec. 31, 77
Brantford City Corporation; and Public Employees 181 (Office Employees)	-	-	-	-	Jan. 1, 77	5,787.00	7,092.00	Yrly.	Dec. 31, 77
Brantford Township Corporation; and Public Employees (Outside Employees)	May 1, 77	-	5.54	Hrly.	-	-	-	-	Apr. 30, 78
Dundas Town Corporation; and Public Employees 1006 (Outside Employees)	Jan. 1, 77	-	6.05*	"	-	-	-	-	Dec. 31, 77
Dunville Town Corporation; and Public Employees 1591 (Outside Employees)	Jan. 1, 77	-	4.87	"	-	-	-	-	Mar. 31, 78

* Approved by Anti-Inflation Board

TABLE 57 (Cont'd)

WAGE RATES FOR LABOURER AND CLERK-TYPIST UNDER ONTARIO MUNICIPAL AGREEMENTS
JANUARY 1978

Economic Region, Municipality Union and Bargaining Unit	Labourer				Clerk-Typist				Expiry Date of Agreement
	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	
Niagara Region cont'd									
Fort Erie Town Corporation; and Public Employees 714 (Outside Employees)	Apr. 1, 77	-	5.66**	Hrly.	-	-	-	-	Mar. 31, 78
Haldimand Town Corporation; and Public Employees 1591 (Outside Employees)	Apr. 1, 76	-	4.80*	"	-	-	-	-	Mar. 31, 78
	Apr. 1, 77	-	5.20	"	-	-	-	-	
	Oct. 1, 77	-	5.25	"	-	-	-	-	
Hamilton City Corporation; and Public Employees 5 (Outside Employees)	Jan. 16, 76	-	5.62*	"	-	-	-	-	Jan. 15, 78
	Jan. 16, 77	-	6.09	"	-	-	-	-	
Hamilton City Corporation; and Public Employees 167 (Office Employees)	-	-	-	-	Feb. 1, 76	146.11	157.94	Wkly.	Jan. 31, 78
	-	-	-	-	Feb. 1, 77	157.80	170.58	"	
Hamilton-Wentworth Regional Municipality; and Public Employees 5 (Outside Employees)	Jan. 16, 76	-	5.62*	Hrly.	-	-	-	-	Jan. 15, 78
	Jan. 16, 77	-	6.09	"	-	-	-	-	
Hamilton-Wentworth Regional Municipality; and Public Employees 167 (Office Employees)	-	-	-	-	Feb. 1, 76	146.11*	157.94*	Wkly.	Jan. 31, 78
	-	-	-	-	Feb. 1, 77	157.80*	170.58*	"	
Nanticoke City Corporation; and Public Employees 246 (Outside Employees)	Jan. 1, 77	-	5.23	Hrly.	-	-	-	-	Dec. 31, 77
Nanticoke City Corporation; and Nanticoke Employees' Association (Office Employees)	-	-	-	-	Jan. 1, 77	119.40*	154.60*	Wkly.	Dec. 31, 77
Niagara Falls City Corporation; and Public Employees 133 (Outside and Office Employees)	Jan. 1, 77	5.71	5.94	Hrly.	Jan. 1, 76	8,813.00*	9,278.00*	Yrly.	Dec. 31, 78
	Jan. 1, 78	5.91	6.24	"	Jan. 1, 77	9,421.00*	9,918.00*	"	
Niagara Regional Municipality (Roads Div.); and Public Employees 1287 (Outside and Office Employees)	Jan. 1, 77	5.51	5.85	"	Jan. 1, 77	8,706.00	9,260.00	"	Dec. 31, 77

* Approved by Anti-Inflation Board

** Subject to ratification.

TABLE 57 (Cont'd)

WAGE RATES FOR LABOURER AND CLERK-TYPIST UNDER ONTARIO MUNICIPAL AGREEMENTS
JANUARY 1978

Economic Region, Municipality Union and Bargaining Unit	Labourer				Clerk-Typist				Expiry Date of Agreement
	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	
<u>Niagara Region cont'd</u>									
Port Colborne City Corporation; and Public Employees 155 (Outside Employees)	Jan. 1, 77	-	5.73	Hrly.	-	-	-	-	Dec. 31, 77
Port Colborne City Corporation; and Public Employees 155 (Office Employees)	-	-	-	-	Jan. 1, 76	-	9,588.55	Yrly.	Dec. 31, 76
Royal Botanical Gardens Board; and Public Employees 5 (Outside Employees)	Jan. 16, 76	-	5.62*	Hrly.	-	-	-	-	Jan. 15, 78
	Jan. 16, 77	-	6.09	"	-	-	-	-	
St. Catharines City Corporation; and Public Employees 150 (Outside Employees)	Jan. 1, 77	-	5.75	"	-	-	-	-	Dec. 31, 77
St. Catharines City Corporation; and Public Employees 157 (Outside Employees)	-	-	-	-	Jan. 1, 77	503.60	357.18	bi-Halv.	Dec. 31, 77
Stoney Creek Town Corporation; and Public Employees 1220 (Outside and Office Employees)	Jul. 1, 77	-	5.48	Hrly.	Jul. 5, 76	6,815.00*	7,505.95*	Yrly.	Jul. 5, 78
Thorold City Corporation; and Public Employees 151 (Outside and Office Employees)	Jan. 1, 77	-	5.75	"	Jan. 1, 77	156.16	169.19	Wkly.	Dec. 31, 77
Welland City Corporation; and (Works and Water); and Electrical Workers (U.E.) 517 (Outside Employees)	Jan. 1, 77	-	5.72	"	-	-	-	-	Dec. 31, 77
Welland City Corporation (Parks and Arena); and Electrical Workres (U.E.) 517 (Outside Employees)	Jan. 1, 77	-	5.72	"	-	-	-	-	Dec. 31, 77
West Lincoln Township Corporation; and Public Employees 1007 (Outside Employees)	Feb. 1, 77		5.48	"	-	-	-	-	Jan. 31, 78

* Approved by Anti-Inflation Board

TABLE 57 (Cont'd)

WAGE RATES FOR LABOURER AND CLERK-TYPIST UNDER ONTARIO MUNICIPAL AGREEMENTS
JANUARY 1978

Economic Region, Municipality Union and Bargaining Unit	Labourer				Clerk-Typist				Expiry Date of Agreement
	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	
<u>Lake Erie</u>									
Caradoc Township Corporation; and Public Employees 107 (Outside Employees)	Jan. 1, 77	-	5.20	Hourly.	-	-	-	-	Dec. 31, 77
Delhi Township Corporation; and Public Employees 246 (Outside Employees)	Apr. 1, 76	-	4.86	"	-	-	-	-	Mar. 31, 78
	Apr. 1, 77	-	5.24	"	-	-	-	-	
Ingersoll Town Corporation; and Public Employees 107 (Outside Employees)	Oct. 1, 76	-	5.29	"	-	-	-	-	Sep. 30, 77
London City Corporation; and Public Employees 107 (Outside Employees)	Jan. 1, 77	-	5.79*	"	-	-	-	-	Dec. 31, 77
London City Corporation; and Public Employees 101 (Office Employees)	-	-	-	-	Jan. 1, 77	6,790.00*	9,830.00*	Yearly.	Dec. 31, 77
London Township Corporation; and Public Employees 107 (Outside Employees)	Jan. 1, 78	-	5.46	Hourly.	-	-	-	-	Dec. 31, 78
Middlesex County Corporation; and Public Employees 2018 (Outside Employees)	Jul. 1, 77	-	4.67	"	-	-	-	-	Jun. 30, 78
North Dorchester Township Corporation; and Public Employees 107 (Outside Employees)	Jan. 1, 77	-	5.21*	"	-	-	-	-	Dec. 31, 77
	Apr. 11, 77	-	5.30*	"	-	-	-	-	
Oxford County Corporation; and Public Employees 1589 (Outside Employees)	Dec. 23, 76	-	- **	"	-	-	-	-	Dec. 31, 77
Port Stanley Village Corporation; and Public Employees 101 (Outside Employees)	Jan. 1, 78	4.98	5.62	"	-	-	-	-	Dec. 31, 78
St. Thomas City Corporation; and Public Employees 35 (Outside Employees)	Jan. 1, 77	-	5.17	"	-	-	-	-	Dec. 31, 77
St. Thomas City Corporation; and Public Employees 841 (Office Employees)	-	-	-	-	Jan. 1, 77	7,526.60*	8,318.87*	Yearly.	Dec. 31, 77

*Approved by Anti-Inflation Board

**\$5.23 for employees on the active payroll on Feb. 24, 1977; \$5.33 for those on the active payroll on April 15, 1977.

TABLE 57 (Cont'd)

WAGE RATES FOR LABOURER AND CLERK-TYPIST UNDER ONTARIO MUNICIPAL AGREEMENTS
JANUARY 1978

Economic Region, Municipality Union and Bargaining Unit	Labourer				Clerk-Typist				Expiry Date of Agreement
	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	
<u>Lake Erie cont'd</u>									
Simcoe Town Corporation; and Public Employees 246 (Outside Employees)	Jan. 1, 77	-	5.27*	Hrly.	-	-	-	-	Dec. 31, 77
Simcoe Town Corporation; and Public Employees 1614 (Office Employees)	-	-	-	-	Jan. 1, 77	148.24*	163.24*	Wkly.	Dec. 31, 77
Strathroy Town Corporation (Recreation); and Public Employees 107 (Outside Employees)	Jan. 1, 77	-	5.11*	Hrly.	-	-	-	-	Jun. 30, 77
Strathroy Town Corporation (Works Dept.); and Public Employees 107 (Outside Employees)	Jul. 1, 77	-	5.75	"	-	-	-	-	Jun. 30, 78
Tillsonburg Town Corporation; and Public Employees 1669 (Outside Employees)	Apr. 1, 76	4.53	4.75	"	-	-	-	-	Mar. 31, 77
Woodstock City Corporation; and Public Employees 240 (Outside Employees)	Jan. 1, 77	-	5.22*	"	-	-	-	-	Dec. 31, 77
Woodstock City Corporation; and Public Employees 1146 (Office Employees)	-	-	-	-	Jan. 1, 77	139.00	171.25	Wkly.	Dec. 31, 77
<u>Lake St. Clair</u>									
Amherstburg Town Corporation; and Electrical Workers (I.B.E.W.) 911 (Outside Employees)	Jan. 1, 77	-	6.78	"	-	-	-	-	Dec. 31, 77
Chatham City Corporation; and Public Employees 12 (Outside Employees)	Jan. 1, 77	-	5.59*	"	-	-	-	-	Dec. 31, 77
Dresden Town Corporation; and Teamsters 880 (Outside Employees)	Mar. 27, 76	-	4.75	"	-	-	-	-	Mar. 27, 78
	Mar. 27, 77	-	5.15	"	-	-	-	-	

* Approved by Anti-Inflation Board

TABLE 57 (Cont'd)

WAGE RATES FOR LABOURER AND CLERK-TYPIST UNDER ONTARIO MUNICIPAL AGREEMENTS
JANUARY 1978

Economic Region, Municipality Union and Bargaining Unit	Labourer				Clerk-Typist				Expiry Date of Agreement
	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	
<u>Lake St. Clair cont'd</u>									
Essex County Corporation; and Teamsters 880 (Outside Employees)	Jul. 1, 77	-	6.25	Hourly.	-	-	-	-	Jun. 30, 78
Essex Town Corporation; and Public Employees 702 (Outside Employees)	May 1, 77	-	6.10	"	-	-	-	-	Apr. 30, 78
Forest Town Corporation; and Public Employees 14 (Outside Employees)	Jan. 1, 77	4.90	5.60	"	-	-	-	-	Dec. 31, 77
Kingsville Town Corporation; and Public Employees 528 (Outside Employees)	Apr. 1, 76	-	5.29	"	-	-	-	-	Mar. 31, 78
Apr. 1, 77	-	5.68	"	-	-	-	-	-	
Leamington Town Corporation; and Public Employees 528 (Outside Employees)	Jan. 1, 77	-	5.72	"	-	-	-	-	Dec. 31, 77
Malden Township Corp. and IBFW 636 (Outside Employees)	Jan. 1, 77	5.00	5.24	"	-	-	-	-	Dec. 31, 77
Point Edward Village Corporation; and Public Employees 153 (Outside Employees)	Jan. 1, 77	-	5.51	"	-	-	-	-	Dec. 31, 77
Sandwich West Township Corporation; and Public Employees 701 (Outside Employees)	Jan. 1, 76		5.90	"	-	-	-	-	Dec. 31, 76
Sandwich West Township Corporation; and Public Employees 701 (Office Employees)			-	-	Jan. 1, 76	-	139.43	Bi-Wkly.	Dec. 31, 76
Sarnia City Corporation; and Public Employees 153 (Outside Employees)	Dec. 16, 76	-	5.50*	Hourly.	-	-	-	-	Dec. 15, 77
Icumsa Town Corporation; and Public Employees 702 (Outside Employees)	Jan. 1, 77	-	6.57	"	-	-	-	-	Dec. 31, 77
Wallaceburg Town Corporation; and Labourers 749 (Outside Employees)	Apr. 1, 76	-	4.90*	"	-	-	-	-	Mar. 31, 78
Apr. 1, 77	-	5.29	"	-	-	-	-	-	
Windsor City Corporation; and Public Employees 82 (Outside Employees)	Jan. 1, 77	-	5.94	"	-	-	-	-	Dec. 31, 77

*Approved by Anti-Inflation Board

TABLE 57 (Cont'd)

WAGE RATES FOR LABOURER AND CLERK-TYPIST UNDER ONTARIO MUNICIPAL AGREEMENTS
JANUARY 1978

Economic Region, Municipality Union and Bargaining Unit	Labourer				Clerk-Typist				Expiry Date of Agreement
	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	
<u>Lake St. Clair cont'd</u>									
Windsor City Corporation; and Public Employees 543 (Office Employees)	-	-	-	-	Jan. 1, 77	319.30	368.30	Bi-Wkly.	Dec. 31, 77
<u>Midwestern Ontario</u>									
Cambridge City Corporation; and Public Employees 32 (Outside Employees)	Jan. 1, 77	-	5.50	Hrly.	-	-	-	-	Dec. 31, 77
Cambridge City Corporation; and Public Employees 1882; (Inside Employees)	-	-	-	-	Jan. 1, 77	6,567.00	7,538.00	-	Dec. 31, 77
Ferguson Town Corporation; and Public Employees 241 (Outside Employees)	Mar. 1, 76	-	5.06	Hrly.	-	-	-	-	Feb. 28, 79
	Mar. 1, 77	-	5.52	"	-	-	-	-	
	Mar. 1, 78	-	5.85	"	-	-	-	-	
Guelph City Corporation; and Public Employees 241 (Outside Employees)	Feb. 1, 76	-	5.57*	"	-	-	-	-	Jan. 31, 78
	Feb. 1, 77	-	6.02*	"	-	-	-	-	
Guelph City Corporation; and Public Employees 973 (Office Employees)	-	-	-	-	Jan. 1, 77	142.13	165.24	Wkly.	Dec. 31, 77
Kitchener City Corporation; and Public Employees 68 (Outside Employees)	Feb. 7, 76	-	5.34*	Hrly.	-	-	-	-	Feb. 6, 78
	Feb. 7, 77	-	5.77	"	-	-	-	-	
Kitchener City Corporation; and Public Employees 791 (Office Employees)	-	-	-	-	Jan. 1, 77	6,620.00	7,045.00	Yrly.	Dec. 31, 77
Kitchener City Corporation; and Electrical Workers (I.B.E.W.) 636 (Outside Employees)	Mar. 1, 76	-	5.31*	Hrly.	-	-	-	-	Feb. 28, 78
	Mar. 1, 77	-	5.77	"	-	-	-	-	
Stratford City Corporation; and Public Employees 197 (Outside Employees)	Jan. 1, 77	-	5.52	"	-	-	-	-	Dec. 31, 77

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TABLE 57 (Cont'd)

WAGE RATES FOR LABOURER AND CLERK-TYPIST UNDER ONTARIO MUNICIPAL AGREEMENTS
JANUARY 1978

Economic Region, Municipality Union and Bargaining Unit	Labourer				Clerk-Typist				Expiry Date of Agreement
	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	
<u>Midwestern Ontario cont'd</u>									
Waterloo City Corporation; and Public Employees 1542 (Outside Employees)	Jan. 1, 77	-	5.76*	Hrly.	-	-	-	-	Dec. 31, 77
Waterloo Regional Municipality; and Public Employees 1656 (Outside Employees)	Jan. 1, 77	-	5.77*	"	-	-	-	-	Dec. 31, 77
Waterloo Regional Municipality; and Public Employees 1883 (Office Employees)	-	-	-	-	Jan. 1, 77	6,832.00	7,788.00	Yrly.	Dec. 31, 77
Wellesley Township Corporation; and Public Employees 1542 (Outside Employees)	Jan. 1, 77	-	5.28	Hrly.	-	-	-	-	Dec. 31, 77
Woolwich Township Corporation; and Public Employees 1542 (Outside Employees)	Jan. 1, 77	-	5.27*	"	-	-	-	-	Dec. 31, 77
<u>Georgian Bay</u>									
Alliston Town Corporation; and Public Employees 255 (Outside Employees)	Jan. 1, 77	-	4.72	"	-	-	-	-	Dec. 31, 77
Barrie City Corporation; and Public Employees 1583 (Outside Employees)	Jan. 1, 77	-	5.18*	"	-	-	-	-	Dec. 31, 77
Bruce County Corporation; and Public Employees 1654 (Outside Employees)	Jul. 16, 77	-	5.62	"	-	-	-	-	Jul. 16, 78
Collingwood Town Corporation; and Public Employees 1217 (Outside Employees)	May 15, 77	5.13	5.52	"	-	-	-	-	May 14, 78

* Approved by Anti-Inflation Board

TABLE 57 (Cont'd)

WAGE RATES FOR LABOURER AND CLERK-TYPIST UNDER ONTARIO MUNICIPAL AGREEMENTS
JANUARY 1978

Economic Region, Municipality Union and Bargaining Unit	Labourer				Clerk-Typist				Expiry Date of Agreement
	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	
<u>Georgian Bay cont'd</u>									
Grey County Corporation; and Public Employees 1530 (Outside Employees)	Jun. 1, 76	-	3.86*	Hrly.	-	-	-	-	May 31, 78
	Jun. 1, 77	-	4.20*	"	-	-	-	-	
Hanover Town Corporation; and Public Employees 255 (Outside Employees)	Jun. 1, 77	-	4.89	"	-	-	-	-	May 31, 78
Huntsville Town Corporation; and Ontario Public Service Employees Union (Outside Employees)	Jan. 1, 78	-	4.70	"	-	-	-	-	Dec. 31, 78
Huron Township Corporation; and International Operating Engineers 793 (Outside Employees)	Jan. 1, 77	-	4.63*	"	-	-	-	-	Dec. 31, 77
Kinloss Township Corporation; and International Operating Engineers 793 (Outside Employees)	May 27, 77	-	4.75	"	-	-	-	-	May 26, 78
Loughborough Township Corporation; and Labourers 247 (Outside Employees)	Mar. 7, 77	-	4.12	"	-	-	-	-	Jun. 30, 78
	Jul. 1, 77	-	4.45	"	-	-	-	-	
Midland Town Corporation; and Ontario Public Service Employees Union (Outside Employees)	Apr. 1, 76	-	4.62*	"	-	-	-	-	Mar. 31, 77
Muskoka Lakes Township Corporation; and OPSEU (Outside Employees)	Jul. 1, 77	-	4.47	"	-	-	-	-	Jun. 30, 78
Nottawasaga Township Corporation; and Public Employees 1217 (Outside Employees)	Jul. 1, 77	-	4.87	"	-	-	-	-	Jun. 30, 78
Orillia City Corporation; and Public Employees 512 (Outside Employees)	Mar. 1, 76	-	4.83*	"	-	-	-	-	Feb. 28, 78
Mar. 1, 77	-	5.22*	"	-	-	-	-	-	

* Approved by Anti-Inflation Board

TABLE 57 (Cont'd)

WAGE RATES FOR LABOURER AND CLERK-TYPIST UNDER ONTARIO MUNICIPAL AGREEMENTS
JANUARY 1978

Economic Region, Municipality Union and Bargaining Unit	Labourer				Clerk-Typist				Expiry Date of Agreement
	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	
<u>Georgian Bay cont'd</u>									
Owen Sound City Corporation; and Public Employees 443 (Outside Employees)	Jan. 1, 77	-	5.71*	Hrly.	-	-	-	-	Dec. 31, 77
Owen Sound City Corporation; and Public Employees 1189 (Office Employees)	-	-	-	-	Jan. 1, 77	-	158.36	Wkly.	Dec. 31, 77
Parry Sound Town Corporation; and Public Employees 17 (Outside Employees)	Jan. 1, 77	-	5.02	Hrly.	-	-	-	-	Dec. 31, 78
Parry Sound Town Corporation; and Public Employees 17 (Office Employees)	Jan. 1, 78	-	5.32	"	-	-	-	-	Dec. 31, 78
Port Elgin Town Municipal Corporation; and International Operating Engineers 793 (Outside Employees)	-	-	-	-	Jan. 1, 77	-	652.00	Mthly.	Dec. 31, 78
Port Elgin Town Municipal Corporation; and International Operating Engineers 793 (Office Employees)	-	-	-	-	Jan. 1, 78	-	691.00	"	Dec. 31, 78
Southampton Town; and International Operating Engineers 793 (Outside Employees)	Jan. 1, 77	-	4.77*	Hrly.	-	-	-	-	Dec. 31, 77
Walkerton Town Corporation; and International Operating Engineers 793 (Outside Employees)	May 1, 76	-	4.76*	"	-	-	-	-	Apr. 30, 78
	May 1, 77	-	5.24*	"	-	-	-	-	
<u>Northeastern Ontario</u>									
Black River-Matheson Township Corporation; and Public Employees 1490 (Outside Employees)	Jan. 1, 77	-	5.41	"	-	-	-	-	Dec. 31, 78
Black River-Matheson Township Corporation; and Public Employees 1451 (Office Employees)	Jan. 1, 78	-	5.88	"	-	-	-	-	
	-	-	-	-	Jan. 1, 77	163.75	178.75	Wkly.	Dec. 31, 78
	-	-	-	-	Jan. 1, 78	178.10	193.10	"	

* Approved by Anti-Inflation Board

TABLE 57 (Cont'd)

WAGE RATES FOR LABOURER AND CLERK-TYPIST UNDER ONTARIO MUNICIPAL AGREEMENTS
JANUARY 1978

Economic Region, Municipality Union and Bargaining Unit	Labourer				Clerk-Typist				Expiry Date of Agreement
	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	
<u>Northeastern Ontario cont'd</u>									
Blind River Town Corporation; and Labourers 1036 (Outside Employees)	Jan. 1, 77	-	5.07	Hrly.	-	-	-	-	Jan. 1, 79
	Jan. 1, 78	-	5.49	"	-	-	-	-	
Chapleau Township Corporation; and Public Employees 887 (Outside Employees)	Jul. 1, 77	-	4.05	"	-	-	-	-	Dec. 31, 77
Cobalt Town Municipal Corporation; and Public Employees 127 (Outside Employees)	Jan. 1, 77	-	4.84*	"	-	-	-	-	Dec. 31, 77
Cochrane Town Corporation; and Public Employees, 71 (Outside Employees)	Jan. 1, 77	-	5.37	"	-	-	-	-	Dec. 31, 77
Elliot Lake Town Corporation; and Public Employees 170 (Outside and Office Employees)	Oct. 1, 76	-	5.40	"	Jan. 1, 77	8,575.00	8,900.00	Yrly.	Dec. 31, 77
	Oct. 1, 77	-	5.83	"	-	-	-	-	
Espanola Town Corporation; and Public Employees 534 (Outside Employees)	Jan. 1, 77	-	5.58	"	-	-	-	-	Dec. 31, 77
Hearst Town Corporation; and Public Employees 1536 (Outside Employees)	Sep. 1, 77	-	6.03	"	-	-	-	-	Aug. 31, 78
Iroquois Falls Town Corporation; and Public Employees 259 (Outside Employees)	Jan. 1, 77	-	6.04	"	-	-	-	-	Dec. 31, 78
	Jan. 1, 78	-	6.48	"	-	-	-	-	
Kapuskasing Town Corporation and Kapuskasing Public Utilities Commission; and Public Employees 369 (Outside Employees)	Sep. 1, 76	-	5.87*	"	-	-	-	-	Aug. 31, 78
	Sep. 1, 77	-	6.34*	"	-	-	-	-	
Kirkland Lake Town Corporation; and Public Employees 26 (Outside Employees)	Dec. 1, 76	-	5.37	"	-	-	-	-	Apr. 30, 78
	May 1, 77	-	5.77	"	-	-	-	-	
Mattawa Town Corporation; and Public Employees 1465 (Outside Employees)	Jan. 1, 77	-	5.01	"	-	-	-	-	Dec. 31, 78

* Approved by Anti-Inflation Board

TABLE 57 (Cont'd)

WAGE RATES FOR LABOURER AND CLERK-TYPIST UNDER ONTARIO MUNICIPAL AGREEMENTS
JANUARY 1978

Economic Region, Municipality Union and Bargaining Unit	Labourer				Clerk-Typist				Expiry Date of Agreement
	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	
Northeastern Ontario cont'd									
Nickel Centre Town Corporation; and Public Employees 6 (Outside Employees)	Jan. 1, 78	-	5.31	Hrly.	-	-	-	-	Dec. 31, 78
Nickel Centre Town Corporation; and Public Employees 33 (Office Employees)	-	-	-	-	Jan. 1, 77	276.50	346.50	Bi-Wkly.	Dec. 31, 77
North Bay City Corporation; and Public Employees 122 (Outside Employees)	Jan. 1, 77	-	5.66	Hrly.	-	-	-	-	Dec. 31, 77
Rayside-Balfour Town Corporation; and Public Employees 6 (Outside Employees)	Mar. 1, 77 Feb. 28, 78	-	5.90	" Wage reopeners	-	-	-	-	Feb. 28, 78
St. Joseph Township Corporation; and Labourer's 1036 (Outside Employees)	Mar. 1, 76 Mar. 1, 77	-	4.51 4.96	" "	-	-	-	-	Feb. 28, 78
Sault Ste. Marie City Corporation; and Public Employees 3 (Outside Employees)	Jan. 1, 76 Feb. 1, 77	-	5.21* 5.69*	" " "	-	-	-	-	Jan. 31, 78
Sault Ste. Marie City Corporation; and Public Employees 67 (Office Employees)	-	-	-	-	Feb. 1, 76 Feb. 1, 77	635.00* 702.00*	733.00* 800.00*	Mthly. "	Jan. 31, 78
Sturgeon Falls Town Corporation; and Public Employees 535 (Outside Employees)	Jan. 1, 76	-	5.28	Hrly.	-	-	-	-	Dec. 31, 76
Sudbury City Corporation; and Public Employees 6 (Outside Employees)	Jan. 1, 77	-	5.53*	"	-	-	-	-	Dec. 31, 77
Sudbury City Corporation; and Public Employees 207 (Office Employees)	-	-	-	-	Jan. 1, 77	3.12*	3.99*	Hrly.	Dec. 31, 77
Sudbury Regional Municipality; and Public Employees 6 (Outside Employees)	Jan. 1, 77	-	5.53*	Hrly.	-	-	-	-	Dec. 31, 77
Sudbury Regional Municipality; and Public Employees 207 (Office Employees)	-	-	-	-	Jan. 1, 77	3.90*	4.87*	Hrly.	Dec. 31, 77

* Approved by Anti-Inflation Board

TABLE 57 (Cont'd)

WAGE RATES FOR LABOURER AND CLERK-TYPIST UNDER ONTARIO MUNICIPAL AGREEMENTS
JANUARY 1978

Economic Region, Municipality Union and Bargaining Unit	Labourer				Clerk-Typist				Expiry Date of Agreement
	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	
<u>Northeastern Ontario cont'd</u>									
Thessalon Town Corporation; and Public Employees 3 (Outside Employees)	Apr. 30, 77	-	5.92	Hrly.	-	-	-	-	Apr. 30, 78
	Apr. 20, 78	-	4.19	"	-	-	-	-	
Timmins City Corporation; and Public Employees 210 (Outside Employees)	Apr. 1, 76	-	5.62	"	-	-	-	-	Mar. 31, 78
	Apr. 1, 77	-	5.96	"	-	-	-	-	
Timmins City Corporation; and Public Employees 434 (Office Employees)	-	-	-	-	Jan. 1, 77	5.57	1.00	9,920.00	Yrly.
Valley East Town Corporation, recreation; and Public Employees 6 (Outside Employees)	Jan. 1, 77	-	5.12	Hrly.	-	-	-	-	Dec. 31, 77
Valley East Town Corporation, public works; and Public Employees 6 (Outside Employees)	Jan. 1, 77	-	4.94*	"	-	-	-	-	Dec. 31, 77
Wichstead Township Corporation; and Public Employees 3 (Outside and Office Employees)	Jan. 1, 77	-	4.13*	"	Jan. 1, 77	-	157.50*	Wkly.	Dec. 31, 77
<u>Lakehead-Northwestern Ontario</u>									
Atikokan Township Corporation; and Public Employees 752 (Outside Employees)	May 1, 76	-	5.52*	"	-	-	-	-	Apr. 30, 78
	May 1, 77	-	6.07*	"	-	-	-	-	
Conmee Township Corporation; and Public Employees 87 (Outside Employees)	Jan. 1, 77	-	5.99	"	-	-	-	-	Dec. 31, 77
Dryden Town Municipal Corporation; and Electrical Workers (I.B.E.W.) 1730 (Outside and Office Employees)	Apr. 1, 76	-	5.40	"	Apr. 1, 76	-	810.59	Mthly.	Mar. 31, 77
Fort Frances Town Board of Parks; and Public Employees 65 (Outside and Office Employees)	Feb. 1, 75	-	4.68	"	Feb. 1, 75	-	598.00	"	Jan. 31, 76

* Approved by Anti-Inflation Board

TABLE 57 (Cont'd)

WAGE RATES FOR LABOURER AND CLERK-TYPIST UNDER ONTARIO MUNICIPAL AGREEMENTS
JANUARY 1978

Economic Region, Municipality Union and Bargaining Unit	L a b o u r e r				C l e r k - T y p i s t				Expiry Date of Agreement
	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	
<u>Lakehead-Northwestern Ontario cont'd</u>									
Fort Frances Town Corporation; and Public Employees 65 (Outside and Office Employees)	Jan. 1, 77	-	5.55	Hrly.	Feb. 1, 77	681.00	748.00	Mthly.	Jan. 31, 77
Ignace Township Corporation; and Public Employees 87 (Outside and Office Employees)	Jan. 1, 77	-	5.00	"	Jan. 1, 77	7,157.00	7,897.76	Yrly.	Dec. 31, 77
Jaffray and Melick Township Corporation; and Public Employees 191 (Outside Employees)	Jun. 1, 76	-	4.91	"	-	-	-	-	May 31, 77
Keewatin Town Corporation; and Teamsters 990 (Outside Employees)	May 1, 76	-	5.44	"	-	-	-	-	Apr. 30, 78
	May 1, 77	-	5.99	"	-	-	-	-	
Kenora Town Corporation; and Public Employees 191 (Outside Employees)	Jan. 1, 77	-	5.62*	"	-	-	-	-	Dec. 31, 77
O'Connor Township Corporation; and Public Employees 87 (Outside Employees)	Aug. 1, 77	-	5.35	"	-	-	-	-	Jul. 31, 78
Rainy River Town Corporation; and Public Employees 65 (Outside Employees)	Jan. 1, 77	-	4.91	"	-	-	-	-	Dec. 31, 77
Red Rock Improvement District Corporation; and Service Employees 268 (Outside Employees)	Jan. 1, 77	-	6.30	"	-	-	-	-	Dec. 31, 77
Sioux Lookout Town Corporation; and Public Employees 87 (Outside Employees)	Jan. 1, 77	-	5.25	"	-	-	-	-	Dec. 31, 77
Thunder Bay City Corporation; and Public Employees 87 (Outside Employees)	Jan. 1, 77	-	6.13*	"	-	-	-	-	Dec. 31, 77
Thunder Bay City Corporation; and Public Employees 87 (Office Employees)	-	-	-	-	Jan. 1, 77	7,446.00*	9,100.00*	Yrly.	Dec. 31, 77

* Approved by Anti-Inflation Board

TABLE 57 (Cont'd)

WAGE RATES FOR LABOURER AND CLERK-TYPIST UNDER ONTARIO MUNICIPAL AGREEMENTS
JANUARY 1978

Economic Region, Municipality Union and Bargaining Unit	Labourer				Clerk-Typist				Expiry Date of Agreement
	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	Effective Date	Minimum (\$)	Maximum (\$)	Pay Period	
Inter-regional									
Durham Regional Municipality; and Public Employees 1785 (Outside Employees)	Jan. 1, 77	-	5.92	Hrly.	-	-	-	-	Dec. 31, 77
Durham Regional Municipality; and Public Employees 1764 (Office Employees)	-	-	-	-	Jul. 1, 76	8,046.00*	8,469.00*	Yrly.	Jun. 30, 77
Haldimand-Norfolk Regional Municipality; Public Employees 1722 (Outside Employees)	Jan. 1, 77	-	5.28*	Hrly.	-	-	-	-	Dec. 31, 77

* Approved by Anti-Inflation Board.

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